



Policies and Procedures

SIX FLAGS POLICIES AND PROCEDURES

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OUR **Six Flags®** FAMILY



Six Flags Fun Facts!

- The world's first Six Flags theme park opened in 1961, on a little patch of prairie land between Dallas and Fort Worth, Texas. Texas oil baron Angus Wynne founded Six Flags Over Texas. Six Flags Entertainment is the largest regional theme park company in the world with 18 locations across the United States, Mexico and Canada.
- Six Flags Over Texas was the world's first "pay-one-price" theme park. In 1961, Six Flags Over Texas introduced the one-price admission at \$2.95 – including tax. This type of pricing was a revolutionary concept at the time. Soon after, parks around the country were following Six Flags Over Texas in implementing a one-price admission.
- Six Flags introduced the first and largest Halloween celebration at a theme park – in the early 1980s, now known as Fright Fest throughout all Six Flags parks.
- Six Flags introduced the world's first log flume ride, El Aserradero, at Six Flags Over Texas, 1963
- Six Flags introduced the first tubular steel roller coaster, The Mine Train, at Six Flags Over Texas, 1966
- Six Flags introduced the world's first vertical back-to-back looping coaster, Shock Wave, at Six Flags Over Texas, 1978
- Six Flags boasts the tallest and fastest roller coaster in North America! Kingda Ka at Six Flags Great Adventure reaches a height of 456 feet and a speed of 128 mph!
- Six Flags introduced the world's first freefall ride, the Texas Cliffhanger, at Six Flags Over Texas, 1982
- Six Flags Great America introduced the world's first suspended looping coaster, BATMAN The Ride, in 1992.
- Six Flags introduced the world's first "floorless" coaster, Medusa, at Six Flags Great Adventure, 1999
- Six Flags introduced the world's first fifth-dimensional coaster, X2, at Six Flags Magic Mountain, 2008
- Six Flags introduced North America's first Virtual Reality Roller Coasters in 2016
- Pack your bags and your passport—or just visit Six Flags Great Adventure! If you wanted to visit a drive-through safari larger than Six Flags Wild Safari in Jackson, New Jersey, you would have to travel approximately 5,000 miles to Africa. This 350-acre preserve features more than 1,200 animals from six continents.

INTRODUCTION

The purpose of this Handbook is to clearly define the opportunities and responsibilities of working for Six Flags Entertainment Corporation and its subsidiaries ("Six Flags" or the "Company") and their family of parks. The policies contained in this Handbook form the foundation of expectations regarding your employment. It is the responsibility of each employee to carefully read the Handbook and acknowledge in writing that they have received and understand it. Employees are encouraged to direct any questions they may have to their supervisor, manager or the Human Resources Department.

Nothing in this Handbook or in any supporting documents constitutes a contract of employment with the Company or any related or affiliated entity. Six Flags reserves the right to supplement, modify, or abolish any personnel policies, practices, manuals or handbooks with or without notice to employees and at its discretion. This Handbook supersedes all other handbooks in prior existence and adherence to the policies, practices and procedures contained within it are a condition of continued employment.

DEFINITIONS

Company Jurisdiction

An employee is considered to be under or within "Company Jurisdiction" whenever the employee is: (a) on Company property, including parking lots and guest and employee facilities; (b) on Company time, even if off Company premises (excluding lunch and rest periods); (c) on the property and/or at the facilities of customers, clients and/or vendors of the Company for Company related reasons or purposes; (d) driving or riding as a passenger in a Company vehicle or a private vehicle for which the Company is reimbursing expenses; or (e) at a job site.

This definition applies to park guests and contract and temporary workers in those instances and situations in which the Company deems it applicable.

Hours Worked

The Fair Labor Standards Act (FLSA) does not require payment for hours not actually worked. Examples of this are vacation, sick and holiday time. As an employer of choice, Six Flags has voluntarily elected to pay full-time employees for vacation, sick and holiday time in recognition of their hard work and dedication.

Because the payment of vacation, sick and holiday time is not mandatory, the FLSA does not recognize this time or the payment of this time as "hours worked". For this reason, vacation, sick and holidays hours are not included in the calculation of overtime as overtime calculations are based solely on actual "hours worked". As the intent of vacation and sick pay, subject to each employee's available balance, is to supplement actual hours worked, vacation and sick pay may not be allocated or paid if doing so would result in an employee being paid for more than 40 hours for any given work week.

Spouses

For the purposes of this document, spouse(s) refers to individuals legally married.

SECTION 100

EMPLOYMENT

P100 - EMPLOYMENT AT WILL

Neither this handbook nor any other writing from the Company is a contract of employment. Any individual may voluntarily leave his or her employment upon proper notice, and may be terminated by the Company at any time. Any oral or written statements or promises to the contrary are hereby expressly disavowed and cannot be relied upon by any prospective or existing employee.

P105 - INITIAL EMPLOYMENT PERIOD

It is important for employees and the Company to get the opportunity to evaluate one another early in their relationship. During the probationary period of 90 workdays, the Company will examine the job performance, attendance, attitude and demonstrated ability of newly hired, converted to full-time and rehired employees. The Company will determine during this period whether or not it wishes to continue the relationship.

The completion of this period should not be taken as changing an employee's status as that of an employee-at-will. All staff members of the Company are employees-at-will and neither this handbook, the completion of the initial employment period, or continued employment, changes that status.

Upon completion of the initial 90 workday evaluation period, newly hired and converted to full-time employees will have their service credited back to the full-time date. Rehired employees with previous full-time service will be subject to the provisions in Policy 170 Full-Time Rehires. Seasonal employment by the Company is not credited toward this ninety workday period.

P110 - EQUAL OPPORTUNITY

Six Flags and its parks maintain a policy of non-discrimination with regard to staff members and applicants for employment. It is the policy of Six Flags to provide employment, training, levels of compensation, transfer and promotion opportunities, demotion, layoffs, terminations, and other employment actions without regard to race, color, religion, gender, sexual orientation, national origin, age, disability status, or status as a veteran, including disabled veterans and Vietnam era veterans. It is also the policy of Six Flags to comply fully with all federal, state or local laws prohibiting discrimination on any other basis and prohibiting harassment.

Questions or concerns regarding our policies and practices should be directed to the local Human Resources Department.

P112 - CONFIDENTIALITY

Employees may have access to confidential business information. Confidential Business Information includes (by way of example and not limitations): financial data; product information; customer information; marketing information; contemplated projects, developments, and ventures; manufacturing process information; and technical data or specifications. Confidential information includes matters which relate to the Company or any other business entity affiliated with the Company as well as its clients and customers.

Employees agree as a condition of employment that they will not, either during the term of their employment or thereafter, use any Confidential Business Information either for their own benefit or purposes, or in a way adverse to the Company's interests. Employees agree that they will not disclose, reproduce, deliver or allow to be delivered, any such documents or information to third parties, except as required in the line of their employment with the Company or with the specific, written direction or consent of a duly authorized representative of the Company or as otherwise required by law.

Employees are strictly prohibited from discussing confidential business matters with anyone other than authorized Company representatives or disclosing any Confidential Business Information as defined above, unless management has given approval to do so. Employees are also prohibited from leaving sensitive documents in open or unsecured areas.

Unauthorized disclosure or use of confidential information may be cause for immediate termination of employment with the Company. Further, in the event of an unauthorized disclosure or use of confidential information, the Company will pursue all legal remedies available to it.

Employees will, upon termination of employment, return to the Company all Confidential Business Information, including all originals, copies, reproductions, summaries, interpretations, and/or related items made of or from the Confidential Business Information in their possession at such time.

P115 - VACATION

Six Flags recognizes that vacation time is necessary to allow regular full-time employees a period of rest and relaxation away from the duties and responsibilities of the job.

Vacation time is allowed to be used on an "as earned" basis for the current calendar year. The vacation award is based on the level of full-time service the employee will achieve in that calendar year.

Vacation time must be taken within the calendar year it is awarded and cannot be accumulated, except as required by law. The award schedule is as follows:

Full-Time Service	Current Year Vacation time
Less than 1 year ¹	Pro-rated
1-4 years	2 weeks
5-9 years	3 weeks
10 years	4 weeks

Requesting Vacation

Vacation requests must be submitted to your department as soon as practical and no less than four weeks before the requested time. Where conflicts arise between staff members in the same department, the staff member who first requested a particular vacation period will be given preference. Where requests are submitted on the same day, the employee with the longest period of full-time service will be given preference.

Requests for less than five (5) consecutive days require the prior approval of the appropriate department director. No approval will be authorized for less than one-half day of vacation time. Requests for more than one (1) consecutive weeks of vacation require the approval of the department director, Park President and Human Resources.

Using Vacation

Vacation is normally taken in units of at least five (5) consecutive days, thereby avoiding split vacation periods. Up to forty (40) hours of vacation time may be taken during the operating season with the permission of your department head, if you have two (2) or more years of service.

If a holiday falls within your vacation period, that day will not be counted as a vacation day. For example, if Thanksgiving Day and the day following are designated holidays at a park and an employee takes that week off, the employee's payroll record for that week would record three days of vacation and two holidays.

Vacation time must be used within the calendar year it is awarded. Unless required by law, it may not be carried over to the following year. Six Flags does not pay for forfeited vacation time except as required by law.

Recording Vacation

For administrative record keeping purposes, a week of vacation is recorded as 40 hours. As vacation awards are based on time worked, vacation will be prorated based on leave time (i.e., FMLA, STD) taken during the 12-month period prior to the current year anniversary date. If the remaining current year balance is not

¹For the purposes of this policy, employees hired between January 1st and January 15th will be treated as if they were hired on January 1st of the calendar year and vacation time will not be prorated.

sufficient for prorating purposes, the remaining proration amount will be applied to the subsequent award.

For example, if an employee was on STD for 6 months, his or her vacation award would be reduced by 50% because the employee only worked 50% of the qualifying period. If the employee has already used his or her vacation award for that year, the employee's next award would be reduced by 50%.

Vacation at Termination

Upon termination Six Flags will prorate and pay unused vacation for the calendar year in which the termination occurs based on the time the employee has worked in that calendar year. If an employee has used more vacation than has been allocation, the overage will be recovered at termination.

Vacation and Hours Worked

As the intent of vacation pay, subject to each employee's available balance, is to supplement actual hours worked, vacation pay may not be allocated or paid if doing so would result in an employee being paid for more than 40 regular hours for any given work week.

P116 - VACATION COMP TIME

If an employee has not used his/her vacation time within the award year, up to one week (40 hours) of the unused time will be converted to Vacation Comp Time. Employees may use this time through March 31st of the following calendar year.

Employees must request and obtain prior approval to use Vacation Comp Time in the same manner as Vacation time. Where conflicts arise between staff members in the same department, the staff member who first requested a particular period will be given preference. Where requests are submitted on the same day, the employee with the longest period of full-time service will be given preference.

Vacation Comp Time will not be paid out if unused and will expire on April 1st of each calendar year.

This policy is superceeded, where applicable, by State mandated accrual laws and will not be applied.

P120 - HOLIDAYS

In recognition of their hard work and dedication, Six Flags full-time employees receive a minimum of 9 paid holidays per calendar year. These holidays include the following 7 days:

- January 1
- Martin Luther King Day
- Presidents Day
- Thanksgiving Day;
- The day after Thanksgiving;
- December 24; and
- December 25

Six Flags will review annually the holiday schedule and announce it in advance. Holiday schedules take into consideration operational needs of the Company and may be different for various business and operational units.

Pay for holidays not worked is at the staff member's regular rate of pay based on an eight (8) hour day. If an alternate day cannot be arranged within the pay period, hourly staff members who are asked to work on a holiday listed will receive that day's pay based on an eight (8) hour day, plus the normal rate of pay for the hours worked.

Full-time staff members must work (or use vacation time) the business day before and the day after the holiday to be eligible for holiday pay.

The number of holidays will be pro-rated:

- for employees with less than one-year of full-time service based on their date of full-time employment; and
- based on leave time (i.e., FMLA, STD) taken within the current calendar year.

Six Flags reserves the right to modify the holiday schedule/allotment as it deems necessary to fit with its operational needs.

P125 - SICK PAY

Sick pay is an additional privilege extended by the Company to prevent further inconvenience or the hardship in loss of pay when employees are ill or absent for medical appointments that would otherwise be uncovered by the Massachusetts Earned Sick Time law (See Policy 151¹). Full-time employees are awarded 24 hours of sick pay every January 1 (6 hours per quarter for the 1st year for newly hired or rehired full-time employees).

Subject to applicable laws, unused sick pay may be carried over from year to year and employees can accrue up to a maximum of 320 hours of sick pay. Subject to applicable laws, accrued sick pay is forfeited and will not be paid upon termination.

Sick pay may also be used for medical appointments or illness of immediate family members. Immediate family members for the purposes of the sick leave policy are defined as spouse, children, parents, domestic partners, and children of domestic partners.

Medical appointments should be scheduled with a minimum of inconvenience to your department. Illness(es) must be reported to the department designated contact as far in advance of an employee's shift as possible and no later than the notification time established by the employee's department. Unless the employee or his/her surrogate is incapable of providing notice due to medical emergency, notice is expected no later than one hour later than the employee's expected arrival time.

Employees may be required to provide a doctor's certificate to verify personal illness or that of a family member, in order to be paid for sick days. A doctor's certificate is required to return to work after three (3) consecutive days of absence for personal illness. Notes verifying phone consultations will not be accepted.

The Company considers sick pay to normally apply to illnesses seven (7) consecutive days or less in duration. Absences over seven (7) days may be deemed by the Company as being potentially eligible for coverage under Short Term Disability (STD) Policies and subject to the provisions of the Short & Long-Term Disability Leave Policies.

Sick pay is not to be used in conjunction with vacation and holiday breaks.

If available, scheduled vacation time will be recorded as sick pay in the event an employee is hospitalized for a period of 24 hours or longer and the hospitalization can be documented to the Company's satisfaction.

Employees also may be entitled to leave under applicable Family and Medical Leave Act (FMLA). For more information, see the FMLA section of this Handbook, or contact the Human Resources department for state specific information.

Employees requesting or being paid sick pay when there is neither illness nor injury is not condoned and will subject the employee to disciplinary action up to and including termination. When reviewing an employee's record for possible disciplinary action the Company will take into consideration patterns of absences, the use of sick pay in conjunction with scheduled days off, and the cumulative time, paid or unpaid, absent from work.

Sick Pay and Hours Worked

As the intent of sick pay, subject to each employee's available balance, is to supplement actual hours worked, sick pay may not be allocated or paid if doing so would result in an employee being paid for more than 40 regular hours for any given work week.

¹ If the employee has any available time under the Massachusetts Earned Sick Time law, that time must be used before any sick pay under this Policy 125.

P126 - UNSCHEDULED ABSENCES

Unscheduled absences present a hardship to the Company and the efficient operation of its facilities. The following Unscheduled Absences schedule will apply to full-time employees:

- If 1 unscheduled absences occur within a calendar year, the employee may receive an oral warning;
- If 2 unscheduled absences occur within a calendar year, the employee may receive a written warning;
- If 3 unscheduled absences occur within a calendar year, the employee may receive a one-day suspension;
- If 4 unscheduled absences occur within a calendar year, the employee may be subject to termination;

Exceptions to the preceding which may result in immediate disciplinary action, up to and including termination, include, but are not limited to:

- Repeated absences due to transportation problems;
- Absences not called in within the department's minimum notice period;
- Calling in due to lack of sleep or for being tired; or
- No call/No show.

For the purposes of the above guidelines, if two or more consecutive days are missed due to illness and acceptable documentation is provided, the missed days will be counted as one absence. If documentation is not provided, the missed days will be counted as individual absences and be dealt with accordingly. A doctor's release may be required before the employee may return to work if an absence due to illness extends for three days or more.

Absences documented to the Company's satisfaction as being qualified leave (i.e., FMLA or STD) or excluded by applicable laws will not be subject to or applied to this policy. Medical appointments scheduled in advance and approved by an employee's department will not be subject to or applied to this policy.

Unscheduled medical appointments or partial day absences will be applied to the policy based on the number of hours absent and subject to applicable laws. The Company, at its discretion, may require documentation for appointments be submitted.

When reviewing an employee's record for possible disciplinary action the Company will take into consideration patterns of absences, absences in conjunction with scheduled days off, the cumulative time, paid or unpaid, absent from work and applicable laws.

Please note:

- Notes indicating telephone consultations with physicians or clinics will not be acceptable documentation. Examples of acceptable documentation include, but are not limited to, doctors' releases and/or receipts for office visits or hospitalization.
- The availability of Sick Pay (Policy 125) does not prevent an absence from being covered by this policy. An employee with sufficient sick pay to compensate the employee for 6 separate unscheduled absences could still be subject to termination due to having six unscheduled absences in a calendar year.
- Absences due to death in the family (Policy 130), jury duty (Policy 135), military duty (Policy 140) or covered by Massachusetts Earned Sick Time are not covered by this policy.
- As with all policies, Policy 126 provisions are subject to Policy 100 Employment At Will.

P130 - BEREAVEMENT PAY

If a full-time employee is absent from work due to the death or funeral of an immediate family member, he or she shall be entitled to bereavement pay. Immediate family members are defined for the purpose of this bereavement policy as spouse, the employee's or spouse's grandparents, parents, children, grandchildren, brothers or sisters.

Full-time staff members shall be entitled up to three (3) days pay, provided the death and funeral result in time missed from work. Payment of Bereavement pay may not result in an employee being paid more than his or her normal weekly earnings.

At the Company's discretion, documentation may be requested to support or document requests for bereavement pay.

P135 - JURY DUTY

A full-time employee who is called to serve on a jury shall receive pay consideration for performing his or her civic duty up to a 10-day maximum per year. Upon presentation of the proper certification, the employee will receive his or her normal base pay for the period of jury duty. Employees may retain any money paid to them for jury duty by the court.

Employees missing work due to jury duty will be expected and required to return to work if they serve a partial day of jury duty.

The Company recognizes jury duty as an important civic responsibility. As such, the Company will not request that an employee be excused from jury duty unless such duty represents a severe hardship to the Company.

P140 - MILITARY DUTY

Regular employees required to report for mandatory military duty by the United States (or one of its state governments) will be provided unpaid military leave for extended service, short period, "summer" training camps and/or emergency duty. This leave is not considered a break in service and regular employees will be afforded full reinstatement rights in compliance with all applicable laws.

A regular employee will receive the difference between his or her military pay and his or her base pay for only the first two weeks of military duty. Employees will not be paid for weekend duty.

Requests for military leave should be sent to Human Resources with a copy of the military orders attached.

P145 - SHORT AND LONG-TERM DISABILITY

Short-Term Disability (STD) and Long-Term Disability (LTD) provide partial income protection for eligible full-time employees who are certified as disabled and cannot work for non-work related reasons. The following provides brief overviews of each. Full details on these benefits and how they interface with state plans and sick pay, if applicable, and how long an employee may remain on these leaves are available from Human Resources.

STD

STD provides protection during the initial period of certified disability. This can be up to 180 days. There is a 14-day qualifying period during which the STD insurance provider does not pay employees a STD benefit. Employees are paid, subject to possible earnings caps, 60% of their base rate for the remainder of the certified STD period. STD payments are not automatic and employees must complete and submit a STD application, supplied by Human Resources, to the STD provider.

In addition to STD payments, employees may receive additional payments based upon their length of full-time service and available sick pay and vacation pay balances. The combined total of applicable STD payments and Company Disability Payments (CDP), and sick and/or vacation pay may not exceed 100% of an employee's base rate.

Employees are not required to file for STD. However, the Company will not pay CDP benefits unless an employee has been approved for STD. Employees must complete and submit in a timely manner, the applicable STD forms for review and approval to be considered for CDP payments. Should an employee dispute his or her eligibility for STD payments, he or she will be required to complete and submit a STD application for the STD provider's evaluation. If an employee also qualifies for applicable State or Federal FMLA, this is formal notice that FMLA leave will run concurrently with STD.

Per the FMLA policy and subject to applicable laws, unused paid leave will be applied to the unpaid portions of STD that are concurrent with FMLA. If the application of unused leave is an employee election, CDP will only be paid if an employee elects to use any available leave in conjunction with applicable STD, FMLA and state mandated leave periods.

While employees are not requested nor obligated to disclose the nature of their non-work related injury or illness, employees are required to update their departments regarding the expected date on which they will return to work. Failing to do so can be grounds for disciplinary action, up to and including termination.

Company Disability Payment (CDP) Table

Based on years of full-time service, the Company-funded CDP will be paid during the STD period according to the following schedule:

Years Of Service	2 –Week Qualifying Period	Post Qualifying Period
Less than 18 months	0%	0%
18 mths - less than 3 yrs	50%	20%
3 yrs - less than 4 yrs	75%	20%
4 or more	100%	20%

(Available sick and vacation pay will be applied to the remaining unpaid portions.)

SIX FLAGS POLICIES AND PROCEDURES
POLICY 145 SHORT & LONG TERM DISABILITY LEAVE

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Revision Year: 2016

The following examples illustrate these payments:

A) <i>Employee with 2 years of full-time service earning \$10 per hour</i>						
Week 1 Payments - STD	\$ 0	CDP	\$200	Sick Pay	\$200	Total \$400 ¹
Week 2 Payments - STD	\$ 0	CDP	\$200	Sick Pay	\$200 ²	Total \$400
Week 3 Payments - STD	\$240	CDP	\$ 80	Sick Pay	\$ 80	Total \$400
B) <i>Employee with 4 years of full-time service earning \$10 per hour</i>						
Week 1 Payments - STD	\$ 0	CDP	\$400	Sick Pay	\$ 0	Total \$400
Week 2 Payments - STD	\$ 0	CDP	\$400	Sick Pay	\$ 0	Total \$400
Week 3 Payments - STD	\$240	CDP	\$ 80	Sick Pay	\$ 80	Total \$400

LTD

For eligible and approved employees, LTD coverage begins on the 181st day following the date an employee is certified as disabled. As the STD period serves as the qualifying period for LTD, eligible employees, subject to possible earnings caps, are paid 60% of their base rate during the LTD period.

If an employee is certified as disabled and is eligible to receive LTD benefits, the LTD benefits will be coordinated with applicable Social Security benefits. The LTD benefit paid will be reduced by the amount of Social Security benefits, if any, received.

When applicable and subject to applicable laws, LTD and Workers Comp benefits will be coordinated.

CDP payments may not be made in conjunction with LTD. Any available sick and vacation pay may be paid, but the combined total of LTD, sick pay and/or vacation pay may not exceed 100% of an employee's base rate.

Vacation Accruals While On STD/LTD

As STD, LTD and FMLA do not qualify as hours worked, employees do not accrue vacation or sick time while on leave. Vacation or sick time is not prorated for work related injuries.

Subject to applicable laws, unused vacation expires at the end of each calendar year. If an employee is on an approved, uninterrupted STD/LTD leave that extends past the end of the calendar year, any available vacation time at year end will remain available while an active employee remains on an uninterrupted leave. Any vacation extended by the applicable leave period will expire at midnight on the day prior to the employee's return to work. Should the employee not return to work, available extended vacation will be paid out on the payroll cycle following the 365th day of approved leave.

¹ Gross earnings subject to applicable Local, State and Federal taxes.

² Example assumes employee has available sick pay.

P146 - PARENTAL LEAVE BENEFIT

Six Flags values its employees and provides benefits that add value and support at those critical junctures in life. The birth or adoption of a child is one of those junctures and Six Flags is proud to offer a Parental Leave Benefit (PLB) for new parents.

For female employees delivering a child, maternity leave can be viewed as having two periods. The first period deals with the mother, any issues pertaining to the delivery and her recovery from delivery. The second period is the bonding period and it commences once the employee's doctor certifies that the mother has recovered, is physically able to return to work and STD (Short Term Disability) has concluded. On average, female employees are released by their doctors for full duties at 6 weeks following normal deliveries and at 8 weeks following caesarian deliveries. In the case of adoption, only the bonding period is relevant.

Based on continuous full-time service, a PLB benefit is payable to the child's Primary Care Giver (PCG) and/or the child's Non-Primary Care Giver (NPCG). The PLB is payable only in conjunction with approved FMLA (See Policy 150 Family and Medical Leave Act) and may not be paid in conjunction with STD or LTD.

The PLB is payable for up to 6 weeks in conjunction with FMLA from the date:

- an employee's doctor certifies the disability period has ended; or
- an employee provides formal documentation that the adoption of a child has occurred

The PLB payment schedule is as follows:

Years of Service	PLB as a % of Base Pay	Maximum PLB Hours/Week
Less than 18 months	0%	0
18 months – less than 3 yrs	50%	20
3 yrs – less than 4 yrs	75%	30
4 or more years of service	100%	40

For employees with less than 4 years of service, available leave (i.e., vacation and sick) will be paid during the bonding period.

The available PLB is determined by the employee's status as either the PCG or the NPCG. The benefit available based on these roles is:

- PCG up to 6 weeks; and
- NPCG up to 1 week

If both the PCG and the NPCG are employed by Six Flags, the combined PLB may not exceed a total of 6 weeks.

If additional State or Federally funded benefits are available, those must be applied for and will be concurrently applied. If applicable, available Six Flags benefits will supplement these benefits. In no instance may the combined benefit exceed 100% of an employee's normal base rate.

P150 - FAMILY AND MEDICAL LEAVE ACT (FMLA)

Under federal law, staff members may be eligible for up to twelve (12) weeks of unpaid, job protected family and medical leave in a 12 month period (measured from the date an employee's first family or medical leave begins). Staff members are eligible if they have been employed for at least 12 months and have actually worked at least 1,250 hours over the 12 months preceding the leave. Unpaid leave may be granted for any of the following reasons:

- To care for the staff member's child after birth or for the adoption or foster placement of a child (beginning within twelve months of the birth, adoption or placement);
- To care for the staff member's spouse, child, parent or parent-in-law with a serious health condition; or
- For a staff member's own serious health condition which makes him or her unable to perform the essential functions of his or her job.
- Staff members will be required to apply all accrued and unused paid leave, including but not limited to vacation time, to all leaves covered by this policy.

State Leave Laws

Many states have FMLA-type laws in place. State law will supersede Federal FMLA law if and when the state law is more generous than Federal law on an issue.

Advance Notice and Medical Certification

Staff members requesting leave under this policy will be required to provide advance notice and/or medical certification. Leave may be denied if the employee does not comply with these requirements. Staff members must provide 30 days advance notice of leave if foreseeable. If the need for leave is not foreseeable, staff members must provide as much notice as practicable.

Employees requesting leave to care for a family member or for their own serious health condition must provide the Company with a written certification from their health care provider. The Company may require second and third opinions (at the Company's expense) and, if applicable, updated reports and a fitness for duty report to return to work.

Upon review of an employee's particular circumstances, the Company may designate periods of FMLA coverage.

Job Benefits and Protection

For the duration of the leave, the Company will continue to pay its share of the premiums for health insurance coverage. Staff members will be responsible for the same contribution normally deducted from their paychecks. However, since leave is unpaid and employees will not receive their routine paychecks, employees must make arrangements with Human Resources to pay their weekly share.

In certain circumstances, if the employee does not return to work from leave covered by this policy, the employee may be required to reimburse the Company in whole or in part for any health care premiums paid on the employee's behalf during the leave.

Upon return from leave, staff members, except those who would have been affected by a reduction in force or layoff had they not taken leave, will be restored to their same or equivalent positions with no change

in rate of pay, benefits or other employment terms.

Although taking leave will not result in the loss of any employment benefit that accrued prior to the start of the leave, employees will not accrue benefits, such as vacation and sick time, during any leave period.

Certain states may provide other rights and establish other requirements for family and/or medical leave in addition to those described above. Therefore, employees needing leave should contact their Human Resources department for further information about leave entitlements under state law.

Calculation of Leave Available

The Company will measure the twelve month period as a rolling 12-month period measured backward from the date a staff member uses any leave under this policy. Each time a staff member takes leave, the Company will compute the amount of leave the staff member has taken under this policy during that period and subtract it from the 12 weeks of available leave, and the balance remaining is the amount the staff member is entitled to take at that time.

P151 - Massachusetts Earned Sick Time

Per the provision of the Massachusetts Earned Sick Time law, MGL c. 149 § 148C, full-time employees¹:

- For July 1, 2015 through December 31, 2015, will accrue Massachusetts Earned Sick Time at the rate of 1 hour for every 30 (thirty) hours worked to a maximum of 40 (forty) hours.

As of January 1, 2016, per the provision of the Massachusetts Earned Sick Time law, MGL c. 149 § 148C:

- Current full-time employees will be allocated 40 (forty) hours of Massachusetts Earned Sick Time
- New full-time hires, rehires or conversion to full-time will accrue Massachusetts Earned Sick Time at the rate of 1 hour for every 30 (thirty) hours worked to a maximum of 40 (forty) hours.

On January 1st of each subsequent calendar year of full-time employment, full-time employees will be allocated forty (40) hours of Massachusetts Earned Sick Time. When paid sick leave is allocated each January 1st, existing prior balances, if any, will be set to zero prior to allocation.

Per the provisions of the law, Massachusetts Earned Sick Time provided under this policy may be used for the following purposes:

- To care for the employee's child, spouse, parent, or parent of a spouse, who is suffering from a physical or mental illness, injury, or medical condition that requires home care, professional medical diagnosis or care, or preventative medical care; or
- To care for the employee's own physical or mental illness, injury, or medical condition that requires home care, professional medical diagnosis or care, or preventative medical care; or
- To attend the employee's routine medical appointment or a routine medical appointment for the employee's child, spouse, parent, or parent of spouse; or
- To address the psychological, physical or legal effects of domestic violence as defined by MGL c. 151A §1.

Per the provisions of the law, unused paid sick leave will not be paid out at termination or transferred for use at a non-Massachusetts Six Flags location.

Employees will be required to use all available paid sick leave under this policy prior to requesting or being paid under the separate Company Sick Pay policy (see Policy 125).

Employees using paid sick leave under this policy are expected to provide reasonable notice when feasible.

Use of paid sick leave is not "hours worked" and therefore will not be included in any overtime calculations.

For full details of the Massachusetts Earned Sick Time law, please see <http://www.mass.gov> or request a flyer from Human Resources.

Full-time new hires will be subject to a 90-day waiting period prior to using Massachusetts Earned Sick Time.

P155 - PERSONAL LEAVE

Employees requesting personal leave must do so in writing. The written request must state the reason for the leave and the requested period for the leave. The Company will review all requests submitted in writing and reserves the right to approve and disapprove requests for personal leave at its discretion.

Employees failing to return from an approved personal leave at the agreed time will be assumed to have resigned.

In some instances, the Company may be able to grant a leave, but may not be able to maintain the employee in his or her current position. The Company will notify the employee in writing if this pertains to the employee. Employees returning from leave under these circumstances will be provided a two-week period to apply for open positions, if any, at the end of their personal leave.

The Company cannot guarantee that available positions, if any, will offer similar or equal pay, benefits, status or other conditions of employment. If within the two-week period no positions are available, the employee does not elect to interview for available positions, if any, is not selected for a position, or declines a position offered, the employee will be expected to resign.

Personal leave may affect employee benefits and employees are strongly encouraged to verify their benefits prior to beginning an approved leave. Employees do not accrue vacation, sick, or holiday time while on personal leave.

P160 - FORMER EMPLOYEES

When former employees apply to be rehired, they will be evaluated on the same basis as other applicants. Where applicable and at the Company's discretion, special consideration may be given to past job performance and history, circumstances surrounding termination of previous employment, and the former employee's knowledge of Six Flags' procedures and functions.

P165 - YEARS OF SERVICE

As Six Flags grows, the opportunity for advancement and relocation to other facilities within our organization may be possible. Transfers and relocation to other company facilities will not change an employee's date of hire provided there is no break in service.

Eligibility for and the level of benefits awarded to employees is normally based on their total full-time service and will only be credited for those years in which the employee worked at a property or properties under the Company's control and direction, as determined by the acquisition date of the property or properties. Unless otherwise specified in plan documents or required by law, time worked as a non-full-time employee will not be considered when determining benefits or calculating benefit levels (i.e., days of vacation).

P170 - FULL-TIME REHIRES

In recognition of their experience and value to the Company, re-hired full-time employees may receive credit, for benefit purposes, for their prior years of full-time service. Re-hired employees who were active Six Flags employees as of April 1, 1998 or previously worked for any Premier Parks Inc. park while it was owned by Premier Parks or any subsidiary of that company are eligible for the following special considerations:

- **Vacation** - Employees re-hired prior to July 15, 2006 will earn vacation time based on his or her total years of full-time service. As all vacation time is paid out at the time of termination, rehired employees begin with a vacation balance of zero. Employees rehired on or after July 15, 2006, will be treated for vacation purposes as a new hire.
- **Sick Time** - Full-time employees re-hired prior to July 15, 2006 will be credited for previously accrued, unused sick leave provided the balance can be documented. Employees re-hired on or after July 15, 2006, will be treated for sick time purposes as a new hires.
- **Bereavement and Jury Duty Time** - Re-hired full-time employees are immediately eligible.
- **Holidays** - The number of paid holidays will be prorated based on the re-hire date in the current year.
- **Family Medical Leave** - The re-hired employee must be employed with Six Flags at least 12 months prior to the commencement of the leave (which need not be consecutive) and actually work at least 1,250 hours during the 12- month period prior to the commencement of the leave to be eligible for FMLA. All other aspects of Policy 150 also apply.
- **Service Pin and Awards Programs** - Total years of previous full-time service apply towards Service Pin and Awards programs.
- **Initial Employment Period** - Re-hired employees will be subject to the provisions of Policy 105 Initial Employment Period.

P175 - IMMIGRATION AND EMPLOYMENT

Six Flags is committed to the policy and practice of hiring only authorized workers, as defined by the Immigration Reform and Control Act of 1986. In compliance with the Immigration Reform and Control Act, any offer of employment is conditioned upon satisfactory proof of a prospective employee's identity and legal eligibility to remain and work in the United States. In the administration of this policy, Six Flags will not discriminate against any employee or applicant for employment, as stated in the EEO policy statement of this Handbook, but particularly, on the basis of national origin or citizenship status.

Every employee hired on November 6, 1986 or later must complete an Employment Eligibility Verification Form I-9, from the U.S. Department of Justice, Immigration and Naturalization Service. An applicant or employee who is not authorized to work in the United States or is unable to document that he or she is authorized to work in the United States cannot be hired or continue to be employed by Six Flags.

P180 - EMPLOYMENT OF MINORS

Six Flags and its family of parks is a very good place for minors to experience the world of employment. Along with our regular employees, our seasonal employees have an expectation that working at Six flags will be a meaningful, fun and safe experience. A vital component of providing a safe work environment is our full compliance with the many Federal, State and local regulations governing the employment of minors. Ensuring that we are in full compliance with these regulations is a serious responsibility, one in which all employees can assist in by being familiar with the applicable laws regarding the employment of minors.

Each park will inform employees of local and state regulations if those regulations are more restrictive than the following Federal regulations and Six Flags policies.

Federal Hazardous Duties for Minors Under 18 Years of Age

Seventeen hazardous non-farm jobs, as determined by the Secretary of Labor, are out of bounds for teens below the age of 18. Generally, these teens may not work at jobs that involve:

- Manufacturing or storing explosives
- Driving a motor vehicle and being an outside helper on a motor vehicle
- Coal mining
- Logging or saw milling
- Power-driven wood-working machines*
- Exposure to radioactive substances and to ionizing radiations
- Power-driven hoisting equipment
- Power-driven metal-forming, punching, and shearing machines*
- Mining, other than coal mining
- Meat packing or processing (including power-driven meat slicing machines)
- Power-driven bakery machines
- Power-driven paper-products machines*
- Manufacturing brick, tile and related products
- Power-driven circular saws, band saws and guillotine shears*
- Wrecking, demolition and ship-breaking operations
- Roofing operations*
- Excavation operations*

** Limited exceptions are provided for apprentices and student-learners under specific standards.*

It is vitally important that minor employees not be assigned to hazardous duties. If you see a minor employee performing a job or duty that you believe to be prohibited, the minor should be directed to stop until it can be determined that the job or duty is appropriate.

When Can Minors Work?

According to Federal guidelines:

- Youth 18 or older may perform any job for unlimited hours
- Youth 16 and 17 may perform any non-hazardous job for unlimited hours
- Youth 14 and 15 may perform non-hazardous jobs for up to:
 - 3 hours on a school day
 - 18 hours in a school week
 - 8 hours on a non-school day
 - 40 hours in a non-school week
- All work performed by 14 and 15-year-olds must be performed between the hours of 7 a.m. and 7 p.m., except from June 1 through Labor Day when evening hours are extended to 9 p.m.

Six Flags has voluntarily restricted the hours that youths 14 and 15 may perform non-hazardous duties to:

- 2 hours on a school day
- 7 hours on a non-school day
- No more than 15 hours in a school week
- No more than 35 hours in a non-school week
- Work must be performed between the hours of 8 a.m. and 6 p.m., except from June 1 through Labor Day when evening hours are extended to 8 p.m.

When school is in session, Six Flags will not permit minors under the age of 18 to work during school hours. Subject to applicable state laws, exceptions will be made for minors providing valid, acceptable documentation (i.e. G.E.D.) to Human Resources. Exceptions will not be made for minors who have dropped out of school.

P185 - ANTI-NEPOTISM

Relatives of employees are eligible for employment with Six Flags but may not be assigned to a position that is within a relative's "span of control." That is, an individual may not be under his or her relative's direct line of supervision, such that the relative could directly influence work responsibilities, salary and/or career progress. This policy is designed to prevent unfair favoritism and eliminate real or potential conflicts of interest.

For the purposes of this policy, the term "relative" is defined to include, but is not limited to, spouses, in-laws, (step) parents, (step) grandparents, (step) children or (step) siblings, aunts, uncles, nieces, nephews, or the spouse of any of them.

If relatives are working in the same department or office, and are involved in a direct or indirect reporting relationship, or present a real or potential conflict of interest, the Company will seek voluntary cooperation of the individuals involved to remedy the violation of this policy. The Company will explore possible accommodations such as reassigning one relative to another department and/or position, if an appropriate position is available. If other positions are not available or voluntary measures are not taken, the Company, in its sole discretion, reserves the right to transfer or terminate individuals who violate this policy.

The Company will apply and maintain the same standards in regards to the selection of vendors and contractors. Any employee recommending and/or approving the selection of an outside company must disclose any personal involvement with and/or any benefit the Company's selection of an outside company or independent contractor would afford the employee and/or the employee's family.

The final decision as to which course of action should be followed remains solely in the Company's discretion. The Vice President of Administration and the Corporate Director of Human Resources must review any requests for exceptions to this policy.

Employees violating this policy will be subject to appropriate disciplinary action up to and including termination.

P190 - TELECOMMUTING

While the opportunity and ability to interact with co-workers is important, the nature of our business and our access to technology does provide the opportunity on a limited basis for employees to perform their duties from remote locations. Employees may request to telecommute as needed or as practical provided:

- Telecommuting days do not exceed four per calendar month;
- Telecommuting days are scheduled and approved in advance;
- Telecommuting days do not conflict with attending scheduled office meetings in person;
- Employees' duties and/or assignments are not hindered by working remotely; and
- Employees are in good standing and not on a Performance Improvement Plans (PIP)

Employees who telecommute are:

- Expected to meet the same deadlines and due dates;
- To be available during "office hours" on approved telecommuting days;
- Expected to work in an area which conveys the same sense of professionalism (i.e., no barking dogs on calls) as their office space; and
- Expected to have available the materials and resources available to perform their duties

Telecommuting is to be cost neutral to Six Flags and the company will not incur any additional costs to facilitate telecommuting (i.e., home internet access).

SECTION 300

RECORDS & COMPENSATION

P300 - EMPLOYEE RECORDS

Through its Human Resources function, the Company maintains a file for each employee. With reasonable notice, employees may review their file with their Human Resources Department.

If an employee has lost a document that has been issued to him or her, a copy of that document may be requested.

The Company handles the information in an employee's Human Resources file discreetly and confidentially and has the expectation that employees who have a legitimate business need to access employee Human Resources files will do the same. Employees failing to do so may be subject to disciplinary action up to and including termination.

P305 - ANNUAL PERFORMANCE APPRAISAL

The communication between an employee and his or her supervisor regarding the employee's job performance is a critical one. An important tool in this communication is the annual appraisal.

This process is an opportunity to discuss areas of success, areas for improvements, and goals for the upcoming year. To be successful, frank and open communication between an employee and his or her supervisor is required.

Year-end appraisals are to be completed and discussed with employees in January of each year. The exact date will be confirmed each year.

P310 - COMPENSATION and EMPLOYMENT VERIFICATIONS

It is the intent of Six Flags to pay its employees in a timely and efficient basis on their respective pay dates while ensuring that employees' withholding taxes are deposited within the time period required by Federal and state laws. Each park will determine the payday for full time employees. Employees may have their paycheck automatically deposited into their personal checking and/or savings account at their financial institution.

Questions regarding compensation are easily discussed between an employee and his or her supervisor. The Company handles compensation issues discreetly and confidentially and welcomes employees to inquire if they have questions.

Employment Verifications for Lending or Credit Purposes

Banks, mortgage lenders and credit card companies routinely request employment verifications for employees. They should be directed first to the Work Number whose information is detailed below. Employees requiring exceptions must contact Human Resources.

Keep Life Moving . . .

Buying a Home? Purchasing or Leasing a Car?

Moving Into an Apartment? Verifying Past Employment?

**Proving your employment or income
has never been easier.**

Tell your Verifier to:

Visit www.theworknumber.com

or call (800) 367-5690

Provide the Verifier with the following:

Employer Code: 14895

Your Social Security Number



P315 - GARNISHMENTS AND LEVIES

A garnishment is a court order to an employer to withhold a sum of money from an employee's wages or salary. A federal levy takes precedence over all other garnishments. Child support orders take precedence over garnishments due to debts, judgments, or other attachment orders, unless otherwise provided by law.

After federal income taxes, Social Security taxes, state and city tax withholding deductions, and state unemployment insurance taxes have been deducted from an employee's paycheck, the remaining balance is what is considered "disposable earnings" for the period.

Federal and state wage garnishment laws limit the amount of an employee's disposable earnings that may be garnished and protect employees from discharge because of garnishment. A sheriff or other law enforcement official will usually serve the garnishment to the location and present it to an authorized person. Any garnishment received should be forwarded to the payroll department for handling. The local Human Resources Manager should be notified immediately when a garnishment is received for an employee. Human Resources will promptly notify an employee when a garnishment or levy is received for that employee.

P320 - SEVERANCE PAYMENTS

For each full year of recognized Full-Time service, the Company will normally award one week of severance pay for employees the Company deems terminated without cause. Years of service will only be credited for those years in which the employee worked at a property or properties under the Company's control and direction, as determined by the acquisition date of the property or properties.

Severance will be paid at the Company's discretion and only if an employee has been offered, accepted, and executed in a timely manner a severance agreement. Employees who are 401(k) participants and have executed a severance agreement will receive the applicable employer's 401(k) match provided the employee's account is active at the time the Company elects to make the employer's match.

Years of service credited under previous severance agreements will not be credited in future agreements. The Company reserves the right to amend, revise or alter this policy should the Company deem it warranted.

SECTION 400

**EMPLOYEE ASSISTANCE
and RELATIONS PROGRAMS**

P400 - EDUCATIONAL ASSISTANCE

Six Flags supports and encourages the personal and professional growth of its employees. One of the ways it accomplishes this is through the Six Flags Educational Assistance Program. This program eases the financial burden of attending education programs at universities, colleges and trade schools.

Regular, full-time employees¹ can request reimbursement up to \$3,500 per calendar year for hours toward an undergraduate degree and up to \$5,000 per calendar year for hours toward a graduate degree. This amount is subject to the following limits per semester/quarter:

- Up to \$800 for books and/or lab fees
- Up to 9 credits per semester/quarter

Reimbursement for private school expenses will be capped at the level of the highest publically funded academic institution in the employee's state of residence.

Reimbursement requires submittal of:

- An approved Request for Educational Assistance form;
- An official grade report demonstrating a:
- "C" or better grade for each undergraduate class to be reimbursed¹; or "B" or better grade for each graduate class to be reimbursed
- A verified statement of tuition, books and lab costs;
- Proof of payment; and
- An executed Employee Repayment of Educational Assistance agreement.

Reimbursement will be made for coursework taken on a pass/fail, credit/no credit, audit or similar basis if the course is required for graduation and is only offered in this manner. Only active employees at the time grades are issued will be reimbursed for their expenses. Receipts and grades must be submitted within 45 days of the date final grades are issued.

Reimbursement for multiple undergraduate/graduate degrees or multiple trade school certifications is excluded from this program. This program does not cover reimbursements for more than two associate degrees or associate degrees after bachelor or master level degrees are attained.

The purpose of this program is to foster the ongoing educational and professional growth of our employees. Should an employee with less than 5 years of continuous service voluntarily terminate his or her employment, a 100% repayment of any educational expenses incurred in the 12 months prior to the termination date will be required. A 60% repayment will apply for employees with 5 or more years of continuous service.

Based on budget concerns, individual parks may lower the reimbursement levels.

Please contact your local Human Resources office for required forms, for complete program information or if you have any questions regarding this great educational program.

Please note: Professional designations, certifications and seminars related to an employee's current job must be approved in advance by the employee's department. These types of programs are not part of the Educational Assistance Program and are departmental expenses. Departments may request proof of attendance and satisfactory completion.

¹ Some institutions allow students to download and print their grade reports. Employees must provide the means for their grades to be verified online in these instances.

P405 - EMPLOYEE ASSISTANCE PROGRAM

The EAP through ComPsych is available at no cost to you. With ComPsych's EAP, employees can confidentially address their day-to-day personal and workplace challenges—resulting in a more focused and productive workforce. Counseling services are provided at no charge to employees and eligible household members. ComPsych offers short-term counseling on all aspects of life, including the following:

- Difficulties in relationships
- Stress and anxiety issues with work or family
- Grief issues
- Legal or financial issues
- Child care issues
- Emotional and psychological issues
- Alcohol and drug abuse
- Personal and life improvement
- Depression
- Elder care issues

EAP Provider Search

For EAP cases that require further assistance, ComPsych's guidance consultants will immediately match you with a local provider based upon provider specialization, geographic accessibility, cultural considerations and your stated preference(s) (for example, "I'd prefer a female counselor."). Guidance consultants will either give the provider's office location and phone number so you can make an appointment or they can help make an appointment. Call: 800-311-4327 Online: www.guidanceresources.com Company Web ID: MGR311

P410 - GUARANTEE OF FAIR TREATMENT

Fair treatment is both a Six Flags policy and our corporate philosophy. We firmly believe that every employee, regardless of position, will be treated with respect and in a fair and just manner at all times. We encourage an open door-policy, which extends from your immediate supervisor to the Park President of your park. All employees have open channels to communicate freely with no fear of retribution and to receive a prompt and thoughtful response to their questions and concerns.

You are encouraged to freely discuss with your supervisor any suggestions, concerns or complaints you may have about work-related issues. Many problems can be resolved informally and easily once they are discussed. Not mentioning a problem or concern often makes the situation worse and does nothing to solve the problem.

Key points to keep in mind are:

FIRST CONTACT: If you have a work-related problem or question, your first step is to discuss the situation with your immediate supervisor. Many problems can be resolved at this level once the issues are discussed. If the problem involves your immediate supervisor directly or you do not feel comfortable discussing it with that person, you should speak to the next level of management.

SECOND CONTACT: If you are not satisfied with the answer that you received, you should contact the next level of management. In some cases, this may be the manager or director of your department. You may find it useful at this point to summarize your concerns in writing.

HUMAN RESOURCES: At any time, you are welcome to contact the Human Resources department to discuss your problem or concerns. It is their responsibility to counsel employees and all levels of management regarding consistent, fair, equitable, and objective handling of employee problems based on similar situations, existing policies and procedures, and common sense. Upon request by the employee, Human Resources can assist an employee in presenting his or her concerns to any level of management.

TIMELINESS: Time is of the essence when an employee brings a suggestion, concern, or complaint forward. Six Flags and its family of parks is committed to providing a timely response and will make every effort to do so. Employees and departments are expected to facilitate this by promptly responding to requests for information and by keeping appointments.

PLEASE REMEMBER: While this process and these procedures promise an employee a fair and impartial opportunity to voice his or her concerns, they do not guarantee the resolution realized will be the one sought by the employee.

SECTION 600

WORK POLICIES

P600 - IMAGE AND GROOMING

All staff members are expected to dress in a professional, business-like manner that is appropriate to the job and duties they are performing. Good grooming is required as it makes the statement to guests, business contacts and co-workers that we are proud to be part of the Six Flags family of parks.

Our grooming standards are established to insure a consistent and uniform appearance of our staff members. Remember that the guests' perception of your appearance is just as important as their perception of the park's appearance. All staff members are required to be neatly groomed at all times.

If you have questions regarding the following guidelines and standards, please contact your department manager or Human Resources.

If you believe that you may require an exception to the Six Flags grooming standards due to a medical, a religious, or another reason, please see Grooming Guideline Exceptions.

The Look Of Success

Our reputation for outstanding staff members stems not only from the way we act but, just as importantly, from how we appear. Whether you're working behind the scenes or in with the guests, you must look the part. A wholesome, fresh look is a pleasant reminder of the first-class entertainment we provide at Six Flags. Please keep in mind that our grooming standard is conservative in nature. It is not the purpose nor is it the goal of the grooming policy to routinely include and embrace new styles as they come and go. Revisions, if any, to the grooming policy will be made after careful review and consideration and in measured steps.

General Dress Policies

Your uniform or personal attire must be clean and pressed before you begin work. You will not be allowed to work in soiled, wrinkled clothing. Uniforms and personal attire must fit appropriately. No oversized, tight fitting, clinging or revealing uniforms or personal attire will be allowed.

Proper undergarments must be worn at all times.

The use of deodorant is required due to the close contact with guests and fellow employees. Perfumes and colognes should be limited.

Employees Issued Uniforms

Those employees issued uniforms are to wear those items issued to them. This includes name tags and any applicable safety related apparel. Undergarments are not to be visible with the exception of plain t-shirts. Shoes are to be those specified for the uniform.

On non-operational days or when assigned duties dictate, employees may be given permission to wear non-uniform items. When this occurs, clothing worn must be conservative, well-kept and appropriate for a work setting. Shirts for male employees must have a collar; no t-shirts. Sleeveless shirts or bare midriiffs are not permitted. Closed toed shoes are required.

You will be issued wardrobe instructions, which are to be followed with considerable care. It is your personal responsibility to see that the highest condition of neatness and cleanliness prevail at all times. Failing to do so will detract from the atmosphere that we all work to create.

Lost uniforms items may only be replaced with authorized wardrobe items. Contact the Human Resources or Wardrobe Department for replacement uniforms.

Employees Not Issued Uniforms

General:

Employees not issued uniforms are required to dress in a conservative business appropriate manner and the following will apply:

- Shoes with platforms or heels greater than 2" are not permitted¹
- Flip-flops or sandals are not permitted
- No jeans² or shorts (capris are permitted for female employees)
- Conservative neckline and hem lengths for female employees
- Shirts for male employees must have a collar; no t-shirts
- Bare midriffs are not permitted
- Undergarments are not to be visible with the exception of plain t-shirts that complement what is worn.

Hats/Visors/Scarves

May not be worn unless part of the approved uniform. Hats/scarves may be required when working in food or drink areas per State and County health codes. Hats and visors when worn must be worn so that the bill faces forward, reaches the middle of the forehead and is parallel to the ground.

Nametags

Your supervisor will notify you when you are required to wear a nametag. When worn, the nametag is an important part of the uniform. It helps identify you as a park employee both to our guests and your fellow workers. Please keep track of your nametag and wear it with pride. The following guidelines apply to nametags:

- Your nametag must be worn straight, neatly and visibly on your uniform whenever you are working.
- Defacing a nametag in any manner is not permitted.
- Any nametag received in previous years may not be worn.
- Wearing your nametag on street clothes is not permitted, unless you are instructed to do so by your department manager.
- Do not wear your nametag while off duty.
- Do not place watches, rings, rubber bands, decals or other non-approved items on your nametag.
- If your nametag is broken, please have it replaced immediately.
- If your nametag is lost or stolen, you must report it and have it replaced immediately.

Sunglasses

It is important for you to always maintain good eye contact with our guests. For this reason, only staff

¹ Open toed shoes are not permitted in any warehouse or maintenance areas.

² Jeans and/or other denim attire may be authorized at specific locations and/or for specific periods of time.

SIX FLAGS POLICIES AND PROCEDURES

POLICY 600 IMAGE AND GROOMING

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members working outside may wear sunglasses while on duty. Sunglasses must be conservative in style, not mirrored, and complement your dress or uniform. If you have a question regarding sunglasses, please contact your supervisor.

Tattoos

Visible tattoos on or above the neck are not permitted. One small visible tattoo is permitted below the neck. Permissible tattoos would include a band (on a single wrist or ankle) less than ¾" inch in width or a single tattoo (or cluster of tattoos) no larger than 2" by 2". All other tattoos must be effectively and consistently covered by cosmetics, sleeves or wraps. If covering tattoos, employees may wear a white, black or uniform color matching long sleeve t-shirt³ under their uniform shirt and/or long pants.

Tattoos may not be a distraction from the uniform. Tattoos that the Company may deem a violation of its anti-discrimination and harassment policies are not permitted. This may include, but are not limited to any tattoo that may be perceived as discriminatory based on race, color, religion, sex, national origin or ancestry, creed, age, sexual orientation or any other basis proscribed by applicable non-discrimination laws or Company policy.

Bracelets

Up to one bracelet per wrist may be worn if they are no wider than 1", are conservative or uniform matching color(s) and fit securely. Bracelets, if worn, may not have loose extensions, sharp points, studs, inappropriate wording or images. Some positions may not allow bracelets due to safety or health code reasons.

Piercings

No visible piercings, other than earrings for female employees, are permitted. Ear cuffs and gauges are not permitted.

ID Cards

Unless notified to the contrary, employee ID's must be visible whenever employees are on property.

Applicable Health and Safety Codes

In any case where applicable Health and/or Safety codes and/or practices apply, these will override the Grooming Guidelines.

Specific Grooming Items

MALES

Hair

Appearance: Hair is to be clean and well groomed.

Length: Provided it is neatly groomed, hair for male employees may extend to the bottom of the ear lobe, extend to the bottom of a regular shirt collar and to above the top of the eyebrows.

³ If worn, a long sleeve t-shirt must be a single color without design or lettering that complements what is worn.

SIX FLAGS POLICIES AND PROCEDURES

POLICY 600 IMAGE AND GROOMING

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Sideburns: Sideburns should follow the natural contour of the face and not extend below the bottom of the earlobe.

Extreme hairstyles are not permitted. This includes, but is not limited to, unnatural colors, tails, partially shaved heads, shaved patterns, dreadlocks, exaggerated and/or extreme variations in length from side to side, vision-impairing styles and those with extreme heights that may detract from our park experience. Toupees and hairpieces are permitted, provided they are natural looking, within grooming guidelines and do not pose a safety hazard. Any hairstyle that, in the opinion of the Company, detracts or takes away from park theming will not be permitted.

Hair may not be pinned or tucked to hide its length or other grooming standards violations. Hair may be braided provided it is in straight, even rows. Beads and ornaments of any kind are not permitted.

Beards, goatees and mustaches are permitted subject to the following:

- Must be well groomed without patches;
- Mustaches may not extend past the corners of the mouth or below the lines of the upper lip;
- Beards and goatees must be trimmed to conform to the chin and jaw line and may not exceed 1/4" in length⁴; and
- Only mustaches are permitted in Culinary and food preparation positions.

At all times exaggerated beard, goatee or mustache styles are not permitted.

Fingernails

Fingernails are to be kept clean and neatly trimmed and should not extend past the end of the finger.

Jewelry

Necklaces: No visible necklaces are permitted. If a necklace is worn it is to be worn under the uniform shirt.

Rings: Rings are limited to two and must be small, with no more than one per hand, not wider than the finger's width and no dangling ornaments. Some positions may not be allowed to wear rings for safety purposes.

Body Jewelry: Earrings and visible body piercing are not permitted.

Watches: One conservative wristwatch may be worn. Watches may not dangle for safety purposes or detract from your uniform or dress.

FEMALES

Hair

Appearance: Hair should be clean and neatly arranged.

Length: Long hair may be required to be pulled back behind the shoulders for health or safety reasons. Hair may not extend out or upward more than two inches from the scalp. Free hanging ponytails and braids are permitted provided they are pulled back from the face, are worn at the back of the head, and are secured

⁴ For the purposes of this policy a goatee is facial hair incorporating the hair on a man's chin and mustache with a connective line of facial hair from the mustache to the chin. A beard will also incorporate a mustache with a connective line of facial hair from the mustache to the beard.

SIX FLAGS POLICIES AND PROCEDURES

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with a small hair accessory that compliments your uniform.

Hairpieces and wigs are permitted, provided they are natural looking, within grooming guidelines and do not pose a safety hazard.

Beads, rollers and ornaments of any kind are not permitted.

Extreme hairstyles are not permitted. This includes, but is not limited to, unnatural colors, tails, partially shaved heads, shaved patterns, dreadlocks, exaggerated and/or extreme variations in length from side to side, vision-impairing styles and those with extreme heights that may detract from our park experience.

Jewelry

Necklaces: Employees are limited to one conservative necklace.

Rings: Rings are limited to two and must be small, with no more than one per hand, (wedding sets are considered to be one ring), not wider than the finger's width and no dangling ornaments.

Earrings: Earrings are limited to two matching pairs no larger than the size of a quarter. Gold silver, pearl or diamond studs are permitted. All earrings must be worn at the bottom of the earlobe and hoops are NOT permitted.

Body Jewelry: Visible body piercing are not permitted.

Watches: One conservative wristwatch may be worn. Watches may not dangle for safety purposes or detract from your uniform or dress.

Fingernails

Fingernails should be kept clean and neatly trimmed so they are no longer than one-quarter inch past the end of the finger. Nail polish, if worn may only be conservative, solid colors with no decals, charms, airbrushing, etc.⁵ In some states due to health code requirements, food service employees are not allowed to wear nail polish or artificial nails, and fingernails may not extend past the end of the finger.

Additional Grooming Items for the Office Team

All attire must fit appropriately and be within acceptable business standards. Fabrics should be those traditionally acceptable for business and not be overly tight or clinging. T-shirts, blue jeans⁶, shorts, and other casual sportswear are not acceptable. Casual footwear, such as athletic shoes, is not considered acceptable business attire. Nor are work boots of any fashion.

Males:

Personal attire such as a short or long-sleeve shirt, tie (if appropriate), and trousers fits the Six Flags look. Dress shoes and socks are required.

Females:

Personal attire such as skirts, suits, dresses, blouses and slacks are part of the Six Flags look.

No more than two necklaces may be worn at one time. They should blend easily with one another and with the outfit. Necklaces should be in good business taste and should not exceed 30 inches. If the chain has a pendant, the pendant should not exceed two inches in diameter. A simple pin or brooch in good business

⁵ If visible, the same applies to toenails.

⁶ Jeans and/or other denim attire may be authorized at specific locations for specific periods of time.

taste is acceptable. Ankle bracelets are not acceptable.

Hoop earrings no larger than the size of a quarter are acceptable.

Grooming Guideline Exceptions

Six Flags is proud of the many different people that work for us. Our diversity enriches our work place and adds to our success. Given our diversity we understand that exceptions may need to be made to our grooming standards for medical, religious or other reasons. In these case, Six Flags will endeavor to reasonably accommodate these exceptions. The Human Resources department must be notified of any requested accommodation(s). Employees should be able to document the basis for their requests. Various department guidelines may exist for the purpose of Federal, state or local regulations and safety guidelines and these may affect the accommodations that the Company can reasonably make.

Conduct While Working

Your total appearance, second only to your "Guest First" attitude will be our guests' most lasting impression of Six Flags. Remember to never eat, drink, chew gum or tobacco, or smoke while at any work location in front of our guests or areas guests may access (except where otherwise approved and authorized). Smoking and the use of nicotine/tobacco products is allowed only in designated employee smoking areas.

The showing of personal affection in view of our guests is not acceptable (i.e., hugging, holding hands etc.)

Clarifications

This policy cannot anticipate all fashion trends and the following is used to enforce the Company's Image and Grooming standards. Any questions concerning the clarification a particular item should be referred to Human Resources. Human Resources has the ultimate approval and disapproval of all dress code, medical exceptions, problems, clarifications and concerns.

P605 - CODE OF CONDUCT

Six Flags is a professional, responsible and law-abiding organization and a responsible member of the community. It devotes considerable time and expense to conduct its business and maintain its reputation in this manner. The behavior of every employee contributes to the Company's image and its reputation. Every employee must refrain from taking action or engaging in conduct, whether on-duty or off-duty, which could cause the Company or any of its employees embarrassment; which creates the appearance of impropriety; or which otherwise causes the Company to be held in disrepute by the community, its customers, or its employees. Breach of this policy will result in disciplinary action, including possible termination.

Examples of Expected Behavior

- Treating all customers and visitors respectfully as guests of the Company;
- Positive, professional interactions with co-workers and guests;
- Efficiently performing assigned tasks and duties in a timely and professional manner;
- Complying with all Company safety regulations;
- Maintaining a safe work area;
- Reporting to work punctually and being ready for work at the expected time;
- Looking for ways to improve and enhance how we do our work;
- Thoughtful use of Company resources and materials with a focus on maximizing quality and minimizing expense; and
- Conducting oneself in an ethical manner consistent with the Company's position as a local and national employer and valued member of the local community.

Examples of Violations

In addition, the following actions, although not exhaustive, constitute violations of Company policy and will subject the offender to disciplinary action up to and including termination:

- Discrimination against anyone associated with the Company (including its customers) because of race, color, religion, gender, sexual orientation, national origin, age, disability status, or status as a veteran, including disabled veterans and Vietnam era veterans;
- Tampering with or falsification of personnel, pay or any other Company records. This includes, but is not limited to, falsification of employment applications and fraudulent statements therein;
- Misuse of Company documents, forms or employee ID's;
- Unauthorized use of trademarked, copyrighted or restricted items and/or intellectual properties of the Company and/or its business associates and partners;
- Theft, pilfering, fraud or other forms of dishonesty or failing to report any of the aforementioned;
- Use of Company credit cards or accounts for personal use;
- Sale or barter of complimentary tickets for personal gain or profit;
- Purchasing food at canteens (cafeterias) for use by non-Six Flags employees;
- Accepting, consuming or giving away free food, merchandise, games, etc. or any unauthorized discounts;
- Engaging in criminal conduct or acts of violence, or making threats of violence or, threatening,

- intimidating or coercing other Company personnel or guests;
- Possession of weapons or explosives while at work;
- Engaging in horseplay or fighting;
- Conducting, engaging in or promoting gambling or games of chance for monetary gain or profit;
- Carelessness, negligence or maliciousness in the performance of work;
- Unauthorized solicitation or distribution of literature;
- Possessing, using, offering or selling intoxicants, inhalants, drugs or narcotics on Company premises (see Substance Abuse Policy);
- Being under the influence of inhalants, drugs, narcotics or intoxicants while on duty. This also includes misuse of prescription or over-the-counter drugs (see Substance Abuse Policy);
- Reporting to work in a condition unfit to perform duties;
- Sleeping while on duty;
- Malicious gossip or the use of language, gestures or images the Company deems to be abusive, impolite, inconsiderate, inaccurate, misleading or profane towards the Company, guests, employees, other individuals under Company Jurisdiction, or surveillance cameras in oral, written or electronic mediums;
- Insubordination, failing to perform work or duties as instructed, or failure to follow instructions and/or directions;
- Absenteeism, tardiness or failing to meet completion dates or timetables;
- Conduct deemed by the Company to be immoral, unethical, fraudulent or improper. This includes, but is not limited to, the possession of inappropriate images, graphics, media and other items in various forms including, but limited to, print and electronic media;
- Soliciting or accepting gratuities;
- Unauthorized entrance to Six Flags facilities;
- Violations of safety procedures, department policies/procedures, ethical policies, anti-nepotism policies, and/or socializing policies;
- Damage, misuse or unauthorized use of Six Flags equipment, property, vehicles, phones, computers, office machines, logos, resources or intellectual properties, the property of an employee(s), and/or the property of a guest(s);
- Smoking or use of nicotine/tobacco products in Company buildings, Company owned and/or leased vehicles, or areas not designated as smoking areas. Smoking or use of nicotine/tobacco products is not permitted in the view of Park guests. Six Flags operates a smoke free environment;
- Refusal to cooperate directed searches (including, but not limited to, bags, personal items and vehicles) and/or investigations;
- Engaging in or use of Company equipment for non-work related activities;
- Failing to maintain license(s) or certification(s) required for employment or the operation of Company equipment.
- Operating Company vehicles off of Company property without possession of a valid drivers license.
- Use of a cell phone/electronic devices in violation of applicable state and local laws while operating a Company funded vehicle. Use of any audio, video telecommunications or electronic device while under Company Jurisdiction which the Company deems to be unauthorized, inappropriate, impolite or malicious;

- Disclosure to any person of proprietary or nonpublic information regarding the Company including, without limitation, its operations, plans, policies and performance;
- Use of rides, attractions or video games while in uniform;
- Loitering, allowing others to disrupt work or being disrupts the the normal course of business and operations;
- Cashing insufficient or post dated personal checks at Six Flags;
- Operating or attempting to operate Company equipment without authorization;
- Failing to notify the Company of convictions which may affect or alter an employee's employment status, his or her ability to perform his or her duties, and/or compromise the Company's faith in the employee to perform his or her duties; and
- Except at authorized employee events, the playing of any skill game.
- As stated, this list is not all-inclusive. Employees with concerns as to the application of a policy or a procedure are encouraged to contact their department or Human Resources.

Code of Business Conduct and Ethics

Six Flags has adopted a Code of Business Conduct and Ethics ("Code") to promote an ethical work environment for all employees. This section summarizes portions of the Code but employees are obligated to comply with the entire code. Employees may request a full copy of the code from Human Resources or download it at SIXFLAGS.COM.

Fair Dealing

It is the Company's goal to grow its business and to maximize its profitability for the benefit of its employees, guests and shareholders. This goal is not to be achieved by taking unfair advantage of anyone through manipulation, concealment, abuse of confidential information, falsification, misrepresentation of material facts or any other intentional unfair dealing practice. Employees are expected and required to deal fairly with guests, suppliers, vendors, competitors and co-workers.

Bribes and Improper Payments

Employees are never permitted to directly or indirectly offer, promise to pay or authorize the payment of money, products, services or anything of value to receive special treatment for the Company or for personal gain.

Six Flags is committed to ethical business practices and expects its employees to perform their duties within the confines of applicable laws. The Company does not condone nor does it permit agreements or business practices that are or could be construed as conflicts of interest. It expects and requires ethical business practices in the negotiation of contracts and the selection of vendors.

The Company awards business to vendors and/or contractors based on the needs of the Company, the services offered, pricing and benefit to the Company. The awarding of business to vendors and/or contractors which is based on or influenced by personal gain is strictly forbidden. The solicitation or acceptance of money, gifts, services or discounts for personal gain in return for an implied promise of awarding of business, the awarding of business or payment will result in disciplinary action up to and including termination.

Referring business to a company, in which an employee has an active, vested, personal or equity interest is prohibited. Exceptions will be based strictly on the business needs of the Company and require prior written approval from the Company's General Counsel. Employees are expected and required to disclose

their interest, if any, in companies providing goods or services to the Company.

Integrity of Reports

Accurate records are essential to the successful operation of Six Flags. Employees are responsible for ensuring the accuracy of all Company records, information, and accounts. As a public company, Six Flags is required to file periodic reports and make public certain communications. Employees must act to ensure full, fair, accurate, timely, and understandable disclosures and reporting of Company information, including the Company's financial results and financial condition and employees are expected to cooperate fully with the Company's Finance Department as well as external auditors.

All employees must comply with Company policies, procedures and controls. Accounting and financial reporting must accurately reflect actual transactions and must follow the Company's accounting and internal control policies as well as all applicable generally accepted accounting principles and laws.

If an employee has any concerns about the Company's financial controls, accounting, financial reporting or auditing, he or she should immediately contact the General Counsel at (972) 595-5000 or by email at lbalk@sftp.com. Employees who are hesitant to contact the General Counsel may also contact the Company's Lead Independent Director (Jon Luther c/o Six Flags Entertainment Corporation, 924 Avenue J East, Grand Prairie, TX 75050) or the Chairman of the Audit Committee of the Board (Kurt Cellar, c/o Six Flags Entertainment Corporation, 924 Avenue J East, Grand Prairie, TX 75050). Reports to the General Counsel, the Chairman of the Company's Audit Committee or Lead Independent Director may be made anonymously.

Employees can also file confidential anonymous reports on the Ethics and Compliance Hotline by calling 855-223-1556 or online at <http://sixflags.ethicspoint.com>.

Gifts, Entertainment and Travel

An employee may not accept anything of value from anyone, including current or prospective suppliers, vendors, or competitors of the Company when doing so would likely compromise or appear to compromise the employee's ability to make objective business decisions. Examples of this would be gift certificates or tickets to events.

Questions regarding accepting something of value should be referred to the employee's immediate supervisor.

Reasonable business related entertainment, such as business meals, may be permitted provided the principal purpose is to further the interests of the Company and not to entertain the employee.

Employees are not permitted to accept entertainment or reward travel from current or prospective suppliers, vendors, or competitors of the Company. Vendor funded travel is permitted provided the principal purpose is to further the interests of the Company and not to entertain the employee. Requests for vendor funded travel:

- Must be submitted in writing to the Company's General Counsel;
- Must clearly state the business need for the travel;
- Must clearly state the dates of travel and locations to be visited;
- Must be endorsed by the employee's department head; and
- Must be approved or disapproved in writing by the Company's General Counsel

Questions or concerns regarding potential conflicts should be referred to the Company's General Counsel prior to making or confirming any arrangements.

Purchase and Sale of Company Stock

The Company has set periods during which employees (including members of such employees' immediate families and households) are authorized to buy or sell securities of Six Flags Entertainment Corporation, Inc. The Company's General Counsel notifies employees when the quarterly "window" periods are open.

For officers of Six Flags Entertainment Corporation, Inc. and certain designated employees of the Company, it is the Company's policy that, even during our quarterly "window" periods, all stock transactions require the consent of General Counsel's office prior to their completion.

Insider Trading

In the course of their normal duties, employees may gain information pertaining to attendance, sales, inventory, margins, earnings, significant proposed acquisitions, planned stock splits or other recapitalization and other information that has the potential to affect the stock price of Six Flags or another company. As a general rule, if the information makes an employee think of buying or selling the stock of Six Flags or another company, it probably would have the same effect on others and probably is material information. Six Flags employees are not allowed to trade or to tip others to trade Company securities or securities of other companies with which it conducts or intends to conduct business when they are aware of material information that has not been made available to the public. This Insider Trading policy applies to all directors, officers, employees, consultants and contractors of the Company and its subsidiaries, as well as members of their immediate families and members of their households. Trading on inside information can have severe consequences. The United States Securities and Exchange Commission and similar agencies are authorized to bring a civil lawsuit against anyone who trades on inside information (or who provides another person with inside information) and also against the Company. Insider trading is also a crime subject to criminal penalties, including jail terms. All questions regarding the matters discussed in this Insider Trading policy should be directed to the Company's General Counsel.

Outside Employment

Except as described below, employees may not work for or receive compensation for personal services from any supplier, vendor, distributor, landlord or competitor of the Company, or any business entity that does or seeks to do business with the Company.

Employees must get the approval of their immediate supervisor or Human Resources before accepting another job elsewhere and must also get the written approval of the General Counsel before working for any supplier, vendor, distributor or landlord of the Company.

Outside Service As A Director Or Officer

Employees must obtain approval from the Chief Executive Officer or General Counsel before serving on the board of directors of another public company. Employees may serve as directors, trustees or officers of non-profit organizations in their individual capacity and on your own time, but must get prior permission from the General Counsel to do so as a representative of the Company. If you have a question about this policy, call the General Counsel.

Political Contributions And Activities

While Six Flags encourages employees and directors to get involved in issues of importance to our

business and community, political activity is strictly regulated by the laws of the United States and other countries. As a result, it is important to use careful judgment in your political participation. The General Counsel must first approve all contributions to political candidates or causes made on behalf of the Company.

As members of the local community, employees are encouraged to support community, charity and political organizations and causes of their choice, as long as it is made clear that their views and actions are not those of Six Flags and that the outside activities do not interfere with Company operations. No employee may pressure another to express a view that is contrary to personal belief, or to contribute to or support political, religious or charitable causes. Employees may not engage in lobbying activities on behalf of the Company without the consent of the General Counsel.

Compliance

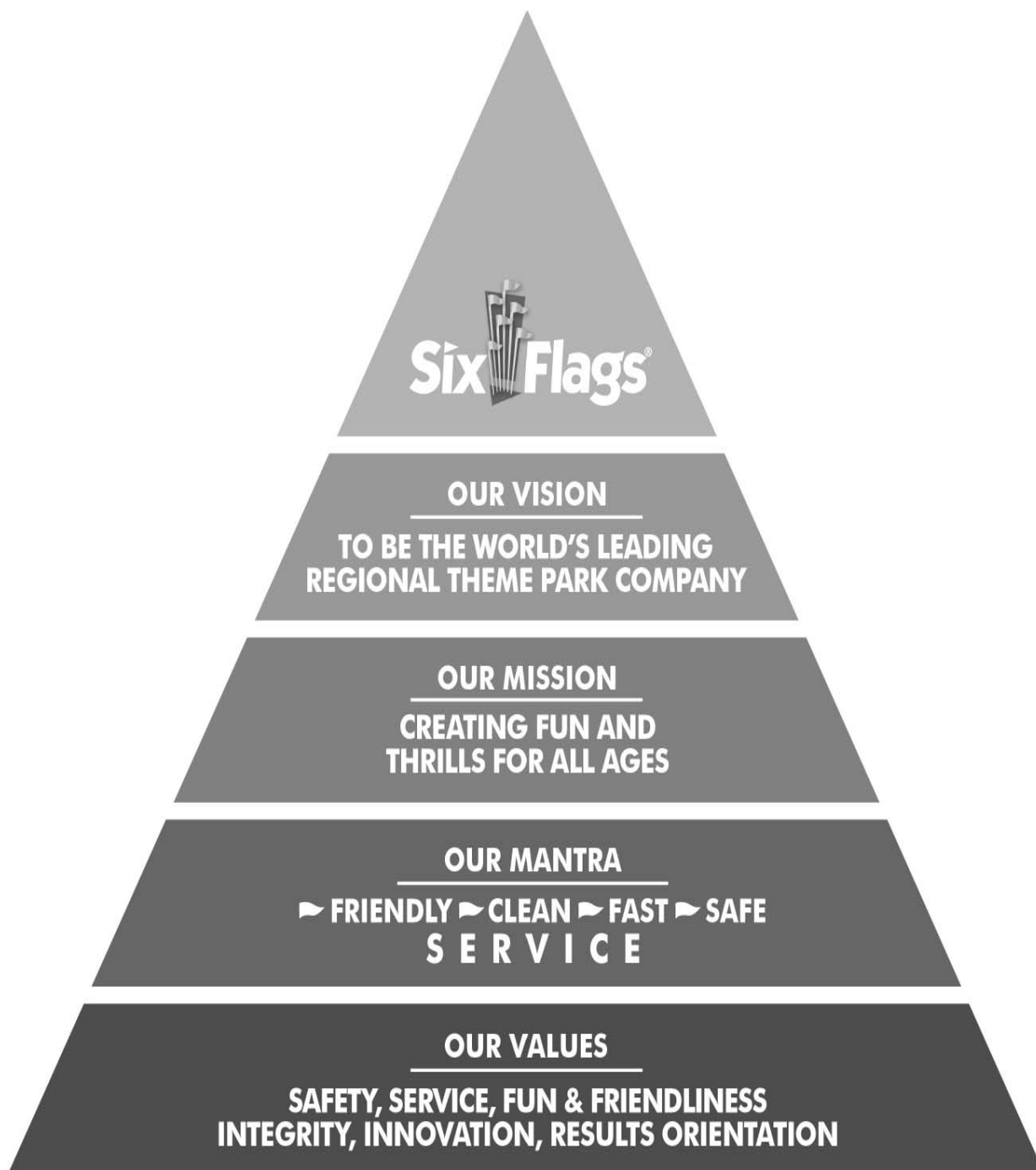
Employees are required to comply with all applicable laws where the Company does business. Any instance of non-compliance with applicable law(s) may subject the employee to corrective action up to and including termination of employment, recovery of damages, and filing of criminal charges.

Ethics and Compliance Hotline

The Company has established an Ethics and Compliance Hotline through a third party provider to report violations or suspected violations of the Code or concerns about the Company's conduct or potential violations of laws or of the Company's policies and policies. A confidential anonymous report can be filed through the Ethics and Compliance Hotline by calling 855-223-1556 or online at <http://sixflags.ethicspoint.com>.

Reports of possible violations may be made anonymously. Confidentiality for those who report will be maintained to the maximum extent possible. Neither your supervisor nor the Company will take any action against you for reporting suspected misconduct in good faith.

P607 - MISSION, VISION, VALUES AND MANTRA



P608 - SIX FLAGS GUEST CODE of CONDUCT

Six Flags' goal is to provide entertainment to guests of all ages in a fun and safe environment appropriate for children and families. To encourage all of our guests to be considerate of other guests, our guests are required to comply with the following rules of conduct:

- Behavior - All guests are expected to behave in an appropriate family-friendly manner. Unruly, disruptive or offensive behavior, including line-jumping/holding places in line is strictly prohibited and will not be tolerated. Violations of this policy may be cause for ejection from the park without refund.
- Dress Code - In keeping with our family-friendly atmosphere, and for health and safety reasons, Six Flags strictly enforces a dress code. Proper attire must be worn in the park at all times, including shirts and appropriate footwear. Clothing with rude, vulgar or offensive language or graphics is not permitted at any time (shirts cannot be turned inside out as a solution). Bathing suits may be worn only in waterpark areas. Park admission may be denied if clothing is deemed by management to be inappropriate.
- Language - Guests using profanity or abusive language, symbols or gestures may be ejected from the park without refund.
- Park Policy Compliance - Guest safety is our top priority. In addition to the Six Flags Guest Code of Conduct, guests are required to comply with all local, state and federal laws as well as individual park policies, rules and instructions posted, listed or otherwise expected.

All employees are expected to be a part of the effort to enforce the Guest Code of Conduct. If violations are observed, employees are expected to report the violation to their supervisor or contact the Security Department directly. While employees should advise a guest of the violation, they should not attempt to eject any guest. Instead, they should contact Security immediately.

P610 - VIOLENCE IN THE WORKPLACE

The Company has adopted a policy prohibiting workplace violence. Consistent with this policy acts or threats of physical violence, including intimidation, harassment, and/or coercion while under Company Jurisdiction will not be tolerated.

Examples of workplace violence include, but are not limited to:

- Malicious gossip;
- Threats or acts of violence;
- Hitting or shoving;
- Threatening an individual or his/her family, friends, associates or property with harm;
- Intentional or negligent destruction or defacing the property of a guest(s), co-worker(s) or the Company;
- Threatening to destroy or deface the property of a guest(s), co-worker(s) or the Company;
- Harassing or threatening communication that includes, but is not limited to, phone calls and emails; and
- Unauthorized possession or inappropriate use of firearms or weapons.

Six Flags' and its family of parks' prohibition against threats and acts of violence applies to all persons under Company Jurisdiction and includes guests, employees, contract and temporary workers. Violations of this policy will lead to disciplinary action, up to and including termination, and/or legal action as appropriate.

Employees are encouraged to report incidents of threats or acts of violence to their supervisors, Human Resources, Loss Prevention, or Security. Employees can also file confidential anonymous reports on the Ethics and Compliance Hotline by calling 855-223-1556 or online at <http://sixflags.ethicspoint.com>. Reports will be promptly investigated.

If a non-Company organization is investigating an incident pertaining to this policy, the Company reserves the right to conduct its own investigation.

P615 - SOCIALIZING

Six Flags encourages the interaction and development of friendships among its staff members. We believe the opportunity to socialize with and cultivate friendships among a wide group of people is one of the unique benefits of joining the Six Flags team.

The Company does discourage intimate, romantic or dating relationships which, in the Company's opinion:

- Could interfere with a staff member's performance of his or her responsibilities;
- Could lead to conflicts of interest or sexual harassment;
- Could give the appearance of conflicts of interest or sexual harassment.

Accordingly, the Company prohibits any intimate, romantic or dating relationships between a staff member and his or her direct or indirect supervisor. The Company reserves the right to prohibit other intimate, romantic or dating relationships which, in the Company's opinion, may result in a conflict of interest.

In the event an intimate, romantic or dating relationship develops between a staff member and his or her supervisor, it is the responsibility of the supervisor and/or the staff member to report the relationship to the staff member's department manager or directly to the Human Resources department. Employees can also file confidential anonymous reports on the Ethics and Compliance Hotline by calling 855-223-1556 or online at <http://sixflags.ethicspoint.com>.

The Company will review the situation and determine the course of action it deems most appropriate. This may include, but is not limited to:

- Giving the employees the option to terminate their relationship;
- Transferring at least one of the employees to an alternative position within the department or the Company; or
- Accepting the resignation of one or both of the employees

The final decision as to which course of action should be followed remains solely in the Company's discretion. Any employee who violates this policy will be subject to appropriate disciplinary action up to and including termination. For the purposes of this policy, no distinction is made between seasonal or full-time employees.

P620 - EMPLOYEE USE OF COMPANY FACILITIES

Six Flags has high expectations for employees whenever they might affect the Company's image and/or its reputation. This is especially true when they are in the presence of our park guests or clients. Employees must never engage in conduct that could cause embarrassment; which creates the appearance of impropriety; or which otherwise causes the Company to be held in disrepute by the community, its guests, its clients, its customers or its employees. Employees who do so will be subject to disciplinary action up to and including termination.

Employees visiting parks or Company facilities as guests or clients must not be in uniform, may not visit non-public areas and must enter and exit the facilities through the gate(s)/entrances identified by the local Company entity for this purpose. Employees may not distract or interfere with employees who are working.

Only employees of legal age may purchase or consume alcoholic beverages when visiting the park. It is expected and required that these employees behave responsibly and properly at all times. Failing to do so or any violations of the applicable liquor laws will result in disciplinary action up to and including termination.

Being able to visit and use Company facilities is a privilege that we need to protect through responsible behavior. If you have any questions or need any clarification regarding this, please contact Human Resources.

P625 - SOLICITATION

An employee may not solicit or distribute literature in any form or through any medium on the Company's property during his or her working time or during the working time of the employee being solicited or given literature.

An employee may not solicit or distribute literature in any form or through any medium in working areas at any time. In order to keep the Company's premises safe, neat and clean, literature may not be strewn or discarded on the Company's property.

Persons not employed by the Company are not permitted to solicit or distribute literature in any form or through any medium or offer merchandise for sale on Company property at any time or be on the premises without written permission.

An employee's "working time" does not include the employee's break periods or meal times, or other periods during the day when the employee is properly not engaged in performing his or her work tasks.

P630 - ZERO TOLERANCE OF HARASSMENT, DISCRIMINATION & RETALIATION

Six Flags is committed to providing all employees with an enjoyable and productive work environment. We expect our employees to work together in such a manner that our workplace is free of unlawful discrimination or harassment of any kind and from any source, including management, co-workers or guests. Following are the policies and practices the Company has instituted to promote a positive, fair and respectful work environment. These policies apply to all employees, including management personnel, supervisors and all agents.

Discrimination

Six Flags is committed to conducting its business without regard to race, color, creed, religion, ancestry, national origin, age, disability, sex, marital status, affectional or sexual preferences, or political or union affiliation, except where sex is a bona fide occupational qualification. Our Company is dedicated to taking proactive action to prevent discrimination and eliminate it within the organization. We have pledged ourselves to a sustained effort in support of this belief.

It is the responsibility of each member of Six Flags to give the Company's policy of non-discrimination their full support through their actions and personal example. It is the duty of every employee of this Company to create a job-environment atmosphere for co-workers and guests alike which is conducive to our non-discrimination policies. Actions contrary to this will result in disciplinary action up to and including termination.

It is also the responsibility of each Six Flags employee to report any behavior which he or she may believe is discriminatory in nature. The Company prohibits retaliation against employees who report behavior they believe is discriminatory. In the context of this policy, retaliation is any adverse employment action against an employee because the employee complained of discriminatory behavior or participated in the Company's investigation of a complaint. Such conduct will itself give rise to appropriate corrective action.

Harassment, Including Sexual Harassment

Six Flags seeks to provide a harassment-free environment for its employees and guests. Conduct that has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile or offensive environment will not be tolerated. In this regard, the Company will not tolerate any derogatory, abusive, threatening or intimidating behavior, and/or references to attributes of race, religion, color, national origin, ancestry, age, sex, sexual orientation, disability, marital status or any other characteristic protected by federal, state or local law. Examples of prohibited conduct include:

- Intentionally making performance of another employee's job more difficult because of the protected attributes of that employee;
- Use of ethnic slurs and insults, or other verbally abusive, threatening or intimidating behavior; or
- Physically abusive, threatening or intimidating behavior.

Sexual Harassment

Six Flags strictly prohibits sexual harassment when employees are under Company Jurisdiction. Under the Company's policy, sexual harassment includes, but is not limited to, unwelcome sexual advances, requests

for sexual favors, and other visual or physical conduct of a sexual nature where:

- Submission to such conduct is made an explicit or implicit condition of employment;
- Submission to such or rejection of such conduct by an individual is used as a basis of employment decisions; or
- Such conduct has the purpose or effect of substantially interfering with an individual's performance or creating an intimidating, hostile or offensive working environment.
- In accordance with this policy, the Company neither condones nor tolerates:
- Unwelcome sexual advances;
- Requests for sexual acts or favors;
- Threats, demands or suggestions that an employee's work status is conditioned upon her or his toleration of, or acquiescence to, sexual advances;
- Acts of verbal or physical aggression;
- Intimidation or hostility based on sex;
- Inappropriate or overly familiar touching;
- Sexual innuendoes, obscene gestures, jokes and remarks of a sexual nature; or
- Other verbal, visual or physical conduct of a sexual nature.

As with reports of discriminatory behavior, the Company also prohibits retaliation against employees for complaining about harassing behavior. In the context of this policy, retaliation is any adverse employment action against an employee because the employee lodged a harassment complaint or participated in the Company's investigation of a complaint. Such conduct will itself give rise to appropriate corrective action.

Life Threatening Diseases

Six Flags recognizes that life-threatening illnesses, including but not limited to cancer, heart disease, Acquired Immune Deficiency Syndrome ("AIDS") and its related conditions, such as AIDS Related Complex ("ARC") and persons with seropositive test results, may present significant and delicate issues for employees in the workplace. Because we are committed to maintaining a healthy and safe work environment, we have established the following guidelines for handling employee issues that arise when an employee is affected by a life threatening disease.

Six Flags is committed to maintaining a safe and healthy work environment for all employees. Employees with life-threatening diseases will be treated with compassion and understanding and be accorded all of the rights to which they are entitled by law. If there is any question of an individual being able to work without posing harm to him or herself, coworkers or our clients, it is our policy to require a doctor's certification of that individual's fitness for work before allowing the individual to return or begin to work.

With respect to AIDS, medical experts studying the disease have done a great deal of research to determine whether there is any chance that the disease can spread by working in the same room as a person with AIDS, eating food that the person has prepared, or through any other form of casual contact. The medical experts agree that the disease is not spread this way. Working with people who have AIDS or people who have been exposed to the AIDS virus will not cause co-workers to develop the disease.

It is our policy, as required by law, to continue to allow employees with AIDS or any of its related conditions to continue to work as long as they are able to perform their duties with or without reasonable accommodation and do not pose a danger to their own health and safety or the safety of others. Co-workers

have no basis to refuse to work or withhold their services for fear of contracting AIDS by working with an AIDS-affected employee. Employees who do so will be subject to discipline up to and including termination.

In accordance with our Equal Opportunity Policy (Policy 110), we reiterate our commitment to protect employees from harassment and discrimination of any kind including harassment based on disability. Six Flags will not tolerate harassment by any employee, agent or representative of Six Flags against another. If you perceive that you are being harassed due to your disability, you should report the matter to your supervisor, department head or directly to Human Resources. Employees can also file confidential anonymous reports on the Ethics and Compliance Hotline by calling 855-223-1556 or online at <http://sixflags.ethicspoint.com>.

All reports will be investigated as confidentially as possible and in accordance with applicable laws. Any employee found to have engaged in harassment of any kind will be subject to disciplinary action up to and including termination.

Employees affected by AIDS or any of its related conditions or who are otherwise concerned about AIDS are encouraged to contact the Human Resources Department to discuss their concerns and receive additional information. Six Flags will treat all medical information obtained from employees with AIDS or any of its related conditions confidentially as required by law.

Complaint Procedure: Discrimination and Harassment

Because Six Flags views any violations of its nondiscrimination policies and any type of harassment, including sexual harassment, as a major offense, it has instituted the following complaint procedure for use when any employee or applicant encounters any violations or suspected violations of the above policies.

Any individual who believes either of these policies has been violated should promptly report the facts of the incident or incidents and the names of the individuals involved to his or her supervisor, department manager or to the Human Resources department. If the individual feels uncomfortable reporting the facts to his or her supervisor or department manager, or if the supervisor or department manager is the subject of a complaint, the individual should by-pass the supervisor and department manager and directly contact the Human Resources Department. Employees can also file confidential anonymous reports on the Ethics and Compliance Hotline by calling 855-223-1556 or online at <http://sixflags.ethicspoint.com>.

Any supervisor or manager receiving a report of discrimination or harassment must report it immediately to the Human Resources Department. Six Flags will promptly and thoroughly investigate all complaints of discrimination or harassment. During the investigation, the complaining employee's identity will be kept confidential to the extent reasonably achievable. Depending on the findings of the investigation and taking into account the totality of the circumstances, appropriate corrective action will be taken. Depending on the circumstances, such action may include warnings, suspension, demotion or discharge.

P635 - ALLEGED SEXUAL MISCONDUCT INVOLVING A GUEST

In the event any allegation is made that one of our employees has sexually harassed or engaged in any other form of sexual misconduct with respect to one of our guests, the local Loss Prevention representative must be immediately informed and must interview the employee immediately or, if he or she is not then at the park, upon the employee's next arrival. At the conclusion of this interview, the employee must be informed by management that it is the Company's policy, designed to protect itself, its guest and its employees, that any employee about whom such an allegation has been made must be suspended immediately, without pay, pending investigation of the allegation. It should be explained to the suspended employee that he or she will be given an opportunity to tell his or her side of the story and that, if the park determines that there was not a violation of policy, equitable restitution to the employee will be made. If police authorities are involved, such employee will not be reinstated until such police investigation has been concluded. If the police determine not to press criminal charges or if the police are not involved, such employee cannot be reinstated unless our internal investigation concludes in good faith that no violation of Company policy occurred.

P640 - AMERICANS WITH DISABILITIES ACT (ADA)

Six Flags is committed to complying with the Americans with Disabilities Act (ADA) and employing people with disabilities. In accordance with the ADA, Six Flags will not discriminate against a qualified individual with a disability in any aspect of employment and will provide qualified disabled employees with the reasonable accommodations, if necessary, to assist them in performing the essential functions of their jobs.

Employees with disabilities, who may require an accommodation to perform the essential functions of their jobs, should contact the Human Resources department.

P645 - SUBSTANCE ABUSE POLICY

The Company has a vital interest in the health and welfare of its employees. The misuse and abuse of alcohol and drugs by employees pose serious threats to the safety and health of employees, the public and to the efficient operation of the organization. Accordingly, Six Flags seeks to maintain a drug and alcohol free environment. In order to achieve this goal, Six Flags has adopted the following policies with regard to the use, possession or sale of drugs or alcoholic substances by its employees. Employees should be aware that individual Company properties may add to the requirements of this policy and that states laws may affect the execution of this policy.

1. DEFINITIONS

A. "Controlled Substance"

The term "controlled substance" means a drug or controlled substance listed as such in the Federal Controlled Substance Act and includes, but is not limited to, amphetamines, marijuana, cocaine, opiates, barbiturates, hallucinogens, depressants, inhalants and stimulants. Controlled substances also include prescription drugs used in any manner inconsistent with their intended or stated use.

B. "Company Jurisdiction"

For purposes of this policy, an employee is considered to be under or within "Company Jurisdiction" whenever the employee is: (a) on Company property, including parking lots and guest and employee facilities; (b) on Company time, even if off Company premises (including paid lunch and rest periods); (c) on the property and/or at the facilities of customers, clients and/or vendors of the Company for Company related reasons or purposes; (d) driving or riding as a passenger in a Company vehicle or a private vehicle for which the Company is reimbursing expenses; or (e) at a job site.

C. "Possession"

The term "possession" means actual custody or control of and access to, including, without limitation, items, including drug paraphernalia, held by a person or stored in an employee's workstation, office, locker, lunch box, purse, briefcase, bag, automobile or other areas under Company Jurisdiction.

D. "Reasonable Suspicion"

The term "reasonable suspicion" means a belief that an employee is using or has used controlled substances, prescription/over-the-counter drugs or alcohol in violation of this policy or has otherwise violated this policy. Such belief shall be drawn from objective facts and reasonable inferences drawn from those facts. This can include the observation of ingestion or possession by any credible witness, or observation of any known symptomology for "under the influence" behavior as documented through the use of the Reasonable Suspicion Checklist.

E. "Under the Influence"

For purposes of this policy, "under the influence" means having any of the body's sensory, cognitive or motor functions in any way affected, altered or impaired; being unable to perform work in a safe and productive manner; being in a physical or mental state which creates a risk to the safety and well-being of the affected employee, other employees, the public or Company property; and/or having any detectable level of alcohol, drugs or controlled substances in the body.

F. "Prescription and Over-the-Counter Drugs"

For purposes of this policy, "prescription drugs" means drugs or medications lawfully prescribed by a physician and taken in accordance with such prescription. An "over-the-counter drug" means a drug or

medication authorized pursuant to federal or state law for general distribution and use without a prescription.

2. PROHIBITIONS

Employees are prohibited from reporting for work or being on the job or under Company Jurisdiction while under the influence of any controlled substance or alcohol. In addition, employees are prohibited from:

A. Controlled Substances

Possessing, using, selling, offering to provide, buying or distributing any controlled substance(s) and/or items deemed by the company to be drug related paraphernalia or attempting to do any of the above.

B. Alcohol

Possessing, consuming, selling (except as a part of any employee's job), buying or distributing alcohol or having a blood/alcohol (or urine equivalent) level of .02 or higher.¹

C. Prescription and Over-the-Counter Drugs

Using prescription or over-the-counter drugs that may adversely affect such employee's ability to safely and/or efficiently perform his/her job and/or when such use is not in strict adherence to a physician's directions or labeling instructions.

D. Off Premises

Possessing, using, selling, offering to provide, buying or distributing alcohol or controlled substances when not on the job or under Company Jurisdiction if such activity constitutes a threat to or may adversely affect Six Flags, its reputation, properties, employees or guests.

E. Misuse of Chemicals or Substances

Misusing chemicals or substances in any manner or means to affect the body's sensory, cognitive or motor functions as described in section 1 (E).

3. USE OF PRESCRIPTION AND OVER-THE-COUNTER DRUGS

Possession and use of prescription and over-the-counter drugs are permitted, provided that such drugs are taken in strict accordance with your physician's directions and/or labeling instructions and the use of such drugs does not adversely affect an employee's ability to safely and/or efficiently perform assigned duties. If an employee believes he or she is taking a prescription and/or over-the-counter drug(s), which may adversely affect his or her ability to safely and/or efficiently perform assigned duties, the employee is obligated to notify his or her department supervisor or the Human Resources Department. The employee need not reveal the name or type of medication or why he or she is taking the medication.

The Company reserves the right to require medical verification that the medication(s) will not adversely affect an employee's ability to safely and/or efficiently perform his or her job. An employee may be reassigned or not scheduled pending Company receipt and review of the requested medical verification.

The only information sought by the Company is whether the medication may adversely affect the employee's ability to safely and/or efficiently perform his or her job.

¹ The Six Flags Substance Abuse policy and the prohibitions are not intended to apply to alcohol which is served, sold, or consumed at events sponsored or hosted by the Company and attended responsibly by employees. All employees, whether on or off duty, are expected to remain responsible, professional and sober at all times when in Company Jurisdiction. Further, the policy is not intended to apply to the moderate consumption of alcohol by executive, sales, and other employees who consume alcohol in connection with client entertainment or other authorized company business activities.

4. TESTING

In order to ensure compliance with this policy, the Company will require certain applicants and employees to submit to drug and alcohol testing as follows:

A. Pre-Employment

The Company reserves the right to require applicants for employment to submit to drug and alcohol testing after an offer of employment, but before the applicant commences work. Pre-employment testing may be required for, but is not limited to, applicants for safety and/or cash-sensitive positions.

B. Reasonable Suspicion

To the extent permitted by law, the Company will require all employees to submit to drug and alcohol testing when a reasonable suspicion exists that the employee is under the influence of any controlled substance, drug or alcohol while on the job or within Company Jurisdiction. Requests for suspicion based testing in any other circumstances must be reviewed and approved by Corporate Human Resources prior to being administered.

C. Random

To the extent permitted by law, the Company will conduct random drug and alcohol testing of employees.

D. Post-Incident

In the event of any incident involving death, an injury requiring medical treatment by non-Six Flags First Aid personnel, serious injury or serious damage to property, or deemed by the Company to have potential for having caused death or serious injury of any kind, or serious damage to property, an employee will be required to submit to a drug and/or alcohol test as soon as practical.

The Corporate Human Resources office must authorize post-incident testing in cases other than injuries requiring medical treatment by non-Six Flags First Aid personnel and not be covered by the aforementioned.

Failure or refusal to submit to the testing will result in the presumption that the employee was possessing, using or under the influence of alcohol or drugs at the time of the incident and result in the employee's immediate discharge.

E. Employee Requested Testing

In the event the Company has reasonable suspicion that an employee is using or under the influence of drugs or alcohol while at work or within Company Jurisdiction, an investigation will be conducted. As part of this investigation, the employee may offer to submit to a drug and/or alcohol test at Company expense.

F. Compliance With the Law

The Company will also require applicants and employees to submit to drug and alcohol testing when such testing is deemed necessary by the Company under applicable legal requirements. Attempting to or engaging in behavior which causes suspicions of adulterating or tampering with the sample or with the collection or testing process, or failing to cooperate in the testing process will result in the rejection of the employment application and/or discipline, up to and including immediate termination.

G. Disclosure of Results

As a condition of employment and consideration of employment with the Company, all employees and applicants agree to have released to the Company or its designee the results of all substance screens and examinations, including all documents generated.

5. TESTING PROCEDURES

In all instances where it is determined that an employee must submit to alcohol and/or drug testing, an employee's submission to such test is mandatory and a requirement of continued employment. All applicants and employees directed to submit to such testing will be required, prior to testing, to execute a consent and release form. An applicant or employee who refuses to execute the consent and release form will be subject to discipline, which may include immediate termination. All confirmation tests will be conducted by a laboratory certified by the National Institute on Drug Abuse. All employees will be given an opportunity prior to and after testing to provide, in writing, any information they consider relevant to the test, including the names of any prescribed drugs they may have taken or other relevant medical information.

The Company will determine which testing procedures will be used and may include, for example, urine, blood, breath, saliva and/or hair samples.

6. POSITIVE TEST RESULTS AND FOLLOW-UP

A. Medical Review Officer

In order to protect the privacy of employees who are tested and to assure the independence of test verification, the Company will appoint a Medical Review Officer (MRO) who will receive all positive employee results directly from the laboratory. The MRO will review and interpret confirmed tests and will consider and investigate alternative medical explanations for such positive tests.

If, after appropriate review, the MRO determines that there is a legitimate medical explanation for a confirmed positive test result, the MRO will report the test result to the designated Company representative as "negative". If the MRO determines that there is no legitimate medical explanation, the MRO will report the test result to the designated Company representative as "positive".

B. Positive Results In Pre-Employment Drug Tests

If the results of any pre-employment screenings are positive, the individual will not be considered qualified for employment with the company and will be notified of the same.

Applicants denied employment because they fail the pre-employment screening tests may reapply for employment after 12 months provided they submit a current medical certification from a health care provider that there is no medical evidence the applicant is currently abusing drugs or alcohol.

If the applicant passes the second pre-employment screening, any offer of employment must be contingent on the applicant's agreement to submit to unannounced follow-up testing for a period of 24 months. Any positive tests during this period will be grounds for immediate termination. The Company reserves the right to deny individuals who have failed pre-employment alcohol or drug test(s) the opportunity to apply and work in certain safety sensitive positions.

Applicants failing subsequent pre-employment alcohol or drug test(s), will not be eligible for future employment with the Company.

C. Positive Test Results - Current Employees – Random Testing

The results of a random alcohol or drug test that is positive will be reported by the MRO to the employee and the company. After the results are reported by the MRO to the company, the following will apply:

- Seasonal Employees: Employees will be immediately terminated.
- Regular Employees: The employee will be immediately suspended with pay from work.

Regular employees will have up to 5 business days to provide written verification from the Company designated Employee Assistance Program (EAP) provider that they have been examined with respect to a

substance abuse problem.

Failure to submit to an approved examination or to submit required written verification within the required time periods will result in immediate termination.

Failure to comply or complete any recommended rehabilitation programs will result in immediate termination. The company will bear no additional cost for any further treatment.

D. Positive Test Results Post-Incident, Suspicion & Employee Requested Cases

If the results of post-incident, suspicion or employee requested drug or alcohol test(s) are positive, the employee will be immediately discharged.

E. Treatment - Regular Employees

If it is "clinically established" by the Company designated EAP provider that the employee's positive test result is attributable to alcohol and/or drug dependency, the employee has the option of admitting himself/herself into an approved rehabilitation facility or assistance program for substance abuse treatment, if necessary. An employee who chooses not to pursue treatment will be immediately discharged.

In the event an employee is admitted into a treatment program, the employee may use any available paid sick leave or accrued vacation; otherwise, the employee will be placed on a medical leave of absence until having successfully completed the program and providing evidence of the same to the Company. If applicable and upon submission of the required documentation, this leave will be coordinated with STD and FMLA policies for covered employees.

In the event an employee participates in an outpatient program and is approved by the Company and the Company designated EAP to work during treatment, the employee must meet the same job performance standards as applied to other employees and will be subject to the return to work provisions in section 6 (F). The employee will not be immune from the enforcement of Company policies including policies with respect to possession, sale or consumption of illegal drugs or alcohol.

If the employee submits written medical verification that the employee's positive test result is not attributable to alcohol and/or drug dependency, the employee will be reinstated subject to the retesting rules that follow and to the return to work provisions in section 6 (F).

F. Return To Work - Regular Employees

In order to return to work, the Company requires:

- Clearance from the treating facility or licensed medical provider; and
- A negative alcohol and/or drug test performed under the Company's drug and alcohol test procedures.

If these requirements are met, the employee will normally be approved to return to work, subject to the operating conditions and needs of the Company. In addition to any other Company required testing, the employee will be subject to unscheduled and random drug and alcohol tests for a period of 24 months after his or her return to work. Any subsequent positive test results will result in the employee's immediate termination and the employee shall be barred from consideration of future employment for a period of not less than 3 years.

Employees in safety-sensitive positions may be reassigned at the discretion of and based on the needs of the Company. In these instances, the Company cannot guarantee that the new position, if any, will afford the same title, pay rate or benefits. Local property management will review with Corporate Human Resources the return to work or reassignment of an employee assigned to safety-sensitive positions prior to the employee's

return to work.

Employees returning to work are obligated to comply with all company and departmental regulations, policies and directions. There are no special allowances for returning to work under this policy.

Former employees applying for employment after the 3-year waiting period must submit a current medical certification from a health care provider that there is no medical evidence that the applicant is currently abusing drugs or alcohol. Any offer of employment will be contingent on the applicant's agreement to submit to a pre-employment drug test and, if rehired, unannounced follow-up testing for a period of 24 months. Any positive tests will be grounds for rescinding an offer of employment or immediate termination and the former employee will not be eligible for future employment with the Company.

The Company reserves the right to deny individuals who have failed a alcohol or drug screen the opportunity to apply and work in certain safety sensitive positions.

7. CONFIDENTIALITY

All records and information obtained by the Company regarding alcohol and drug testing and the actual test results will be confidentially maintained. Access to such information will be restricted to those individuals deemed by the Company to have a legitimate business-related, need to know.

8. SEARCHES

The Company reserves the right, at all times, and without prior notice, to inspect any and all Company property for the purpose of determining if this or any other Company policy has been violated. Such inspections may be conducted during or after business hours and in the presence or the absence of the employee. Company property includes, but is not limited to, desks, storage areas, work areas, lockers, file cabinets and Company vehicles. In addition, all vehicles and other personal property of an employee, including, but not limited to, bags, boxes, purses, briefcases and lunch containers, brought onto Company premises or within Company Jurisdiction are subject to inspection at any time a Company representative has a reasonable suspicion that this policy has been violated and such an inspection is reasonably necessary in the investigation of such violation(s). Refusal to consent to a search or an inspection when requested constitutes insubordination, and the Company may take disciplinary action, up to and including immediate termination.

9. VOLUNTARY ADMISSION IN A DRUG AND/OR ALCOHOL PROGRAM

Any employee who has recognized that he or she has developed an addiction to or dependence on alcohol and/or drugs is strongly encouraged to seek assistance by contacting the Company designated EAP through self-referral. In the case of self-referral, the employee is assured that no one in the Company will be notified.

The employee may also contact a supervisor or the Human Resources Department. The Company will provide a formal supervisory referral to the Company-designated EAP. An employee will not be disciplined for seeking help in correcting a drug or alcohol abuse problem.

In the case of a formal supervisory referral, an employee participating in an outpatient program and approved by the Company and the Company-designated EAP to work during treatment must meet the same job performance standards as applied to other employees. The employee will not be immune from the enforcement of Company policies including policies with respect to possession, sale or consumption of illegal drugs or alcohol.

Employees seeking assistance through a formal supervisory referral to the Company designated EAP for assistance with a drug and/or alcohol problem will be subject to the return to work provisions in section 6 (F)

and to the compliance and completion of treatment provisions in section 6 (C).

10. VIOLATION OF COMPANY POLICY AND TREATMENT

Violations of the Company's Substance Abuse Policy will not be excused because an employee is seeking, is receiving, has sought or has received assistance or treatment. Admission in a drug and/or alcohol program or other means of treatment or assistance does not protect an employee from possible disciplinary action if the employee fails to comply with Company policies, rules and procedures.

11. APPLICANT AND EMPLOYEE RIGHTS

If an applicant or employee tests positive under the Company's Substance Abuse Policy, he or she may:

- Request and be provided with a copy of the laboratory test indicating the test results within five (5) working days of being notified of the test results;
- Request and be provided with a copy of the Six Flags Substance Abuse Policy within five (5) working days of being notified of the test results;
- Request within five (5) working days of receiving written notification of the positive results to have the originally submitted sample retested at his or her expense by a Company authorized certified forensic drug testing facility; and
- Contest or offer an explanation of the results within five (5) working days of receiving written notification of the positive results. All information provided by the applicant or employee will be reviewed and evaluated by the Company MRO.

An applicant or employee paying to have his or her original sample retested will be reimbursed this expense and the results of the first test considered to be null and void if the results of the first test are not confirmed. The Company, at its discretion, may require the retesting of originally submitted samples or the submission of new samples. If subsequent Company authorized tests do not confirm the results of the initial test, the results of the original test will be considered to be null and void.

An applicant or employee may not submit a new sample for testing unless requested and authorized in writing by the Company.

The Company will only consider and review results of Company authorized tests completed by Company authorized laboratories.

12. COMPANY INVESTIGATIONS AND RIGHTS

The Company reserves the right to conduct its own investigation and to take disciplinary action when it determines Company policy has been violated. Loss Prevention, with the assistance of Human Resources, will coordinate Company resources when investigations are deemed appropriate. Six Flags reserves the right to change or modify practices with or without notice to employees.

13. INVOLVEMENT OF LAW ENFORCEMENT AGENCIES

When the Company has reason to believe that federal, state or local law is being or has been violated, the Company may refer such activities to law enforcement agencies.

14. SPECIFICALLY GOVERNED CLASSES OF EMPLOYEES

Six Flags policy is not construed to limit or exempt employees from Federal, state, local and administrative laws or regulations.

P650 - SEARCHES

The Company reserves the right, at all times, and without prior notice, to inspect any and all Company property for the purpose of determining if any Company policy has been violated.¹ Such inspections may be conducted during or after business hours and in the presence or the absence of the employee. Company property includes, but is not limited to, desks, storage areas, work areas, lockers, file cabinets and Company vehicles. In addition, all vehicles and other personal property of an employee, including, but not limited to, bags, boxes, purses, briefcases and lunch containers, brought onto Company premises or within Company Jurisdiction are subject to inspection at any time a Company representative has a reasonable suspicion that a Company policy has been violated and such an inspection is reasonably necessary in the investigation of such violation(s). Refusal to consent to a search or an inspection when requested constitutes insubordination, and the Company may take disciplinary action, up to and including immediate termination.

¹ Searches which the Company deems necessary to control and/or allow access to and/or from its property are over and above any provisions stated here. Per Policy 605 Code of Conduct employees are required to cooperate with searches.

P655 - LOSS PREVENTION

Mission Statement

With the goal to safeguard the assets of Six Flags, Loss Prevention enforces established internal control policies and procedures designed to prevent loss of Company assets where possible, and to detect and recover against such loss should one occur.

Loss Prevention is a Team Effort

Each Six Flags team member is an integral part of the Loss Prevention effort. You are the eyes and ears of management and are, therefore, an extension of the Loss Prevention program. Six Flags maintains a strict "Zero Tolerance" policy regarding internal and external theft. Being a positive role model and leading by example will contribute to the Loss Prevention mission.

As a full time member of the Six Flags team, it is important that you understand the Company's policies and procedures aimed at preventing loss. The Loss Prevention Department encourages confidential interaction with all members of the Six Flags team and welcomes reports of suspicious behavior or apparent violations of Company policy.

Employees are prohibited from stealing, abusing, loaning or in any form misappropriating Company property (including but not limited to tools, food, merchandise, supplies, money, tickets or any other asset, regardless of value). Employees are prohibited from giving or receiving unauthorized discounts of established pricing. Employees may not accept unapproved vendor purchase incentives other than product discounts that benefit the Company.

Programs

Loss Prevention works with other departments to prevent loss in the following ways:

- Conducting revenue and procedural audits for management, and reviewing current systems, controls and procedures used at the park which result in recommendations to improve current systems.
- Providing training to park management and staff in the areas of theft prevention and detection, substance abuse, counterfeiting and shoplifting.
- Conducting pre-employment interviews, reviewing background histories and verifying information through contacts and public record searches. As a condition of employment, applicants may be required to participate and successfully pass a background check.
- Conducting investigations in cooperation with and at the request of the Human Resource Department into matters of sexual harassment, workplace violence, and/or major policy violations.
- Investigating information provided through security reports that involve theft or drugs, and lists workable leads and/or suspect information.
- Coordinating regularly scheduled Loss Prevention Committee meetings to address current park concerns.
- Working jointly with the accounting department in reviewing the daily operating and over/short reports, sharing audit results and similar information to prevent loss and to identify irregularities that may lead to theft.

Methods

Loss Prevention has many methods of investigation at its disposal. These methods include:

- Fixed and mobile surveillance
- Undercover operatives (investigators acting as regular employees)
- Financial audits
- Visible and hidden video cameras
- Procedural audits (investigators acting as park guests)
- Interviews with employees and witnesses

Referrals

Our greatest resource is you, the individual employee. Over 80% of referrals received about suspected employees will verify some form of malfeasance.

A reward program has been designed to encourage employees to report suspected theft. A cash reward will be given to the reporting employee once the information is discreetly and positively confirmed. While all employees are encouraged to report suspicious activity, it is the sole responsibility of the Loss Prevention Department staff to collect evidence and conduct interviews. Investigations by personnel other than the Loss Prevention staff are strictly prohibited. You can contact your local Loss Prevention department or the Corporate Loss Prevention Office at (972) 595-5105. You may also anonymously report your concerns through our nationwide Crimestopper number at (800) 572-0480.

Employees can also file confidential anonymous reports on the Ethics and Compliance Hotline by calling 855-223-1556 or online at <http://sixflags.ethicspoint.com>.

Disposition

Loss Prevention investigates all situations where loss of Company assets may have occurred. After a comprehensive investigation is completed and all facts and details are gathered, Loss Prevention works to recover lost assets through recovery and voluntary restitution. In cases where the Company believes that Federal, state, or local laws have been violated, Loss Prevention may refer the matter to law enforcement.

Employees who steal, aid, or abet others to steal, or who fail to report dishonesty, provide false information during an investigation, or refuse to cooperate with an investigation will be subject to disciplinary action up to termination and possible prosecution.

P670 - SECURITY

Security for our staff and guests is a top priority at Six Flags. The Security Department has the responsibility of ensuring and providing a secure environment for all employees and park guests. Our Security staff is well trained to handle any security-related incident or situation.

At Six Flags, Security is a "condition" and not just a program. As an employee, you are now a part of our Security Team and share in the responsibility to help ensure a safe and secure environment. Since security awareness is everybody's business and responsibility, please be sure to report immediately any suspicious or unusual activity in and around our parks to your supervisor or directly to the Security Department.

Security and Non-Discrimination

Six Flags maintains a policy of non-discrimination, the spirit of which is fully supported in the corporate security policy and by the security functions at all Company properties. Accordingly, no aspect of the security policy shall be implemented, and no park security functions shall be performed, in a manner that is discriminatory based on race, national origin, religion, sex, age, sexual orientation or any other characteristic protected by law. In particular, the race or ethnicity of a guest or would-be guest does not play a role in decisions with respect to access, security screening, entry, denial of entry or expulsion. Violation of this policy will result in disciplinary action, which may include termination of employment.

P671 - LOST AND FOUND

In the course of their duties, employees may find property that has been lost or misplaced by co-workers, guests, vendors and other visitors to Six Flags properties. All found items are to be taken to Lost and Found on the same day they are found and as soon as practical. If needed, lost and found items may be given to a supervisor or a security guard to be taken to Lost and Found. At no time may found property be used or removed from the park.

Co-workers, guests, vendors and other Six Flags visitors looking for their lost items are to be directed to Lost and Found.

If any cash is found, it is to be handled as any other lost and found item.

P675 - SAFETY

General Safety Rules

Six Flags maintains the highest regard for the safety and well being of every guest and team member. Your park will make every effort to provide a safe, clean environment for its guests and team members. We ask that each and every one of you share in this commitment by adhering to every safety practice with a sincere, conscious effort.

Dress Code and Personal Protection Equipment

The dress code is administered by each department to its own standards. There are a few basic safety regulations which apply to all departments.

- No jewelry is to be worn around moving or rotating machinery and/or electrical components.
- No loose clothing is to be worn around moving or rotating machinery.
- Wear appropriate footwear for personal safety.
- Wear appropriate eye protection for personal safety.
- Wear appropriate hearing protection for personal safety.

Equipment (Machines, Vehicles, Ladders, etc.)

- Safety devices must never be removed or neutralized.
- Machine guards must be in place, except for maintenance purposes. The guards are to be replaced immediately after servicing or repair.
- All repairs to equipment, rides, games or attractions will be made by properly trained and authorized personnel. No team member will attempt to repair or adjust equipment unless they are qualified and authorized to do so.
- Fueling of vehicles will be done outdoors only.
- Ladders that are defective shall not be used and must be reported immediately to your supervisor.
- No team member may ride on a vehicle unless a seat is provided or there is sufficient room so that no part of their body is over the side of the vehicle. This also applies to wagons and trailers.
- Operators of Company funded vehicles and their passengers must utilize safety restraints, such as seat belts, whenever the vehicle is in operation.
- Use of cell phones while operating a Company funded vehicle must be in compliance with Company policy (See P677) and applicable state and local laws. Texting is not permitted while operating a vehicle.

Housekeeping, Cleaning

- If a spill occurs, it will be taken care of immediately, with all state and federal laws obeyed.
- Aisles, traffic ways and exits will be kept properly marked, clean and clear of obstructions
- All work areas will be kept in a clean, workman-like condition and free of fire hazards.
- All fire hazards will be taken care of immediately.

Personal Conduct

- No horseplay.
- No interfering with a fellow team member doing a job.
- No unsafe work practices.

Mandatory Reporting

- Report all injuries or illness to your supervisor and/or First Aid.
- Report all unsafe practices.

Accepted Standards

All rules, regulations, standards and codes accepted by our industry, set forth by our industry, regional or national agencies (ASTM, NFPA, etc.) will be applied and followed.

Hazard Communication Standard

This section of your handbook has been developed to provide each Six Flags team member with important information about the use of chemicals in the workplace. Please read carefully. Your safety, the safety of your fellow team members and the safety of our guests is of the utmost importance. For team members working directly with chemicals, special training and education will be provided by your supervisor.

What is the Hazard Communication Standard?

The Occupational Health and Safety Administration's (OSHA) Hazard Communication Standard was established by the Federal government on November 15, 1983. The purpose of this standard is to ensure that all chemicals are evaluated by the manufacturer for real and potential hazards and that the information concerning the hazards is communicated to all employees who might be exposed to any hazardous material in their workplace.

The standard requires that:

- The employer maintain a comprehensive inventory of all hazardous materials in the workplace.
- Safety Data Sheets (SDS) for all chemicals in the workplace are to be accessible to any employee who may come in contact with a particular chemical.
- All containers be labeled, or marked, with the identity of its chemical contents and appropriate information about the potential hazards of the product.
- The employer develops a written program which describes how they are complying with the Hazard Communication Standard.
- Team members be advised of the hazards of the chemicals used in their work location, and be trained in the use of protective measures and equipment for handling chemicals.

What Are Safety Data Sheets?

The Safety Data Sheet (SDS) is an information form completed by the manufacturer of a chemical product. The SDS includes:

- The manufacturer's name and address.
- Chemical and trade (common) name of the product.
- Hazardous ingredients of the product.
- Physical properties of the product.
- Effects of overexposure.
- Special handling precautions.
- Emergency actions to take in case of accidental exposure or spills.

SDS for the chemical products that you will be working with will be placed in a location that is convenient to your work area and will be available. Direct any questions concerning the SDS sheet to your supervisor. A copy of all SDS sheets are located in our First Aid office.

In some cases certain information may be withheld from a SDS if the manufacturer considers it a trade secret. This means that the information concerning the product allows the manufacturer to produce his product in a way that gives him an advantage over his competitors. If an emergency occurs involving those products with "trade secrets", the manufacturer is required to release the required information to the "health professional" treating the individual that has been exposed to the product.

Chemicals in the Workplace

There are over 500,000 chemicals used in the workplace, and many more are introduced each year. Chemicals enhance our lives and are an essential part of our lifestyles. However, if used inappropriately and without proper precautions, they can be hazardous to our health. Consider, for example, the chemical compound NaCl or sodium chloride – better known to most of us as ordinary table salt. When used properly, this chemical compound enhances the flavor of food and has been used as a food preservative for many years. On the other hand, if used improperly, NaCl can be hazardous to our health – increasing problems with high blood pressure and heart failure.

Most chemicals do not present any danger if used properly. In other words, it is frequently not the chemical that you are using but how you use it that determines the hazard. If you understand how a chemical substance can affect your health and if you use it correctly and take appropriate precautions, you will be able to protect your health while using chemicals in your workplace.

Chemicals – How Do They Affect the Human Body?

There are three ways that chemicals can enter the human body:

1. Inhalation

The most common way that a chemical substance can enter the body is by inhaling or breathing a chemical that is mixed with the air that you breathe. The lungs easily absorb these chemicals and from the lungs the chemical passes into the blood stream just as the air that we breathe does. To protect yourself from inhaling hazardous substances, you should observe cautions to keep the work area well ventilated and use respiratory protection equipment if required.

2. Ingestion

Another way that chemicals enter the body is through the mouth and digestive tract. Ingestion of a chemical substance is usually accidental. To prevent accidental ingestion, be sure to wash your hands thoroughly after using chemicals, and especially before eating or smoking.

3. Absorption

The third way that chemicals enter the body is through the skin. The skin usually protects us from foreign substances, but some chemicals easily pass through the skin's protective barrier, or cause damage to the skin itself. To protect yourself from accidental absorption of a chemical, use gloves and other protective clothing.

Types of Chemical Substances

Chemical substances come in several different forms and can have different effects on your body. Some chemicals cause "acute" problems – those problems that you feel right away, such as breathing problems and rashes. Other chemicals cause "chronic" problems where the effects of exposure may not be evident for months or even years. An example of chronic effects is respiratory problems caused by smoking.

Some forms of chemicals that you are likely to come in contact with are:

- Fumes, mists and dusts – all of these substances are carried in the air and are inhaled. They will therefore cause breathing problems and may also cause burning and stinging of the nose, throat and eyes. Adequate ventilation and proper protective equipment will limit your exposure to these substances.
- Solvents – these products are used in several work locations and are used to dissolve other substances. Common examples are degreasers and paint thinners. These products commonly affect the skin, causing drying and cracking. The fumes or vapors from these products may also cause breathing problems. Wear gloves and work in well-ventilated areas when using solvents.
- Acids and caustic substances – these products damage organic tissue and cause chemical burns to the skin. They will also burn the eyes if accidentally splashed into the face or if you touch your eyes while using them. Examples are drain cleaners and oven cleaners. To protect yourself, wear gloves and other protective clothing and goggles.

If your work requires that you use any of these substances, you will be instructed by your supervisor in proper handling techniques and use of protective equipment.

Tips for the Safe Use of Chemicals in Your Workplace

- Always wash your hands thoroughly after using chemicals and especially before going on breaks and to lunch.
- Keep all containers labeled. Never use a product if you are not sure what it is. If it isn't labeled, check with your supervisor concerning the proper procedure for disposal.
- When using chemicals, never mix them without specific instructions – improper mixing can cause the products to react and form new, more hazardous substances.
- Always use products as they are meant to be used. If the instructions say to dilute the product, do so! It is not true that if a little is good – a lot is better. Some products should never be used full strength. Always read the label for instructions and consult the MSDS for further information.
- Always use the protective equipment that is required and provided. Follow the training you receive, and consult your supervisor if you have any questions or concerns.
- If a spill occurs or if you or a co-worker is exposed improperly to a chemical substance in your work area, contact your supervisor immediately and report exposure and/or health problems to First Aid.
- When storing chemicals, make sure covers are in place and secure and keep storage area neat and

organized. Don't pile containers together haphazardly.

- The purpose of the information in this section of the handbook is to advise you of the "Hazard Communication Standard" and the use of chemicals in the workplace. The use of chemicals and protective equipment, if any, in your specific work location will be covered by your supervisor. Your supervisor will also know the location of the Material Safety Data Sheets for chemicals used, or if you need further clarification of this information, please contact your department manager.

Emergency Procedures

In the event of an accident, fire or other type of emergency, help is only a phone call away. The most important thing to remember in an emergency situation is to REMAIN CALM and use COMMON SENSE.

In Case of Power Failure

- Stay at your workstation. Your supervisor will give you instructions.
- Wait for assistance and instruction before attempting to rescue people.
- Never attempt anything that will endanger a guest, fellow co-worker, or yourself.

In Case of Fire

- Dial extension as outlined in your park guidelines. Give your name, location and nature of the fire.
- Quickly clear your work area of people in a calm and orderly manner. Do not attempt to put out the fire if you cannot do it with 100% safety.
- If you use a fire extinguisher, please notify your supervisor so that the fire extinguisher can be filled and returned to its proper location.

In Case of Serious Illness or Injury

- Dial appropriate extension as outlined in your park's guidelines. Give your name, location and nature of injury/illness.
- If the injury/illness was caused by powered equipment, TURN OFF THE EQUIPMENT IMMEDIATELY.
- Remain calm. Do not attempt to move an injured person unless he/she is in danger of sustaining further injuries.
- Help keep onlookers away from the area.
- When help arrives, take your instruction from the person in charge.
- Assist the injured guest in any way that you can. Ask if they would like to go to the First Aid Station. Refrain from using leading questions such as "Are you hurt?" Instead ask, "How may I help you?" Do not make promises or leading statements to the guest.
- Do not under any circumstances discuss the incident with anyone except with your supervisor/manager or other designated company official.
- Never make comments, even in jest, regarding the incident.

In Case of Minor Illness/Injury

- Determine that the guest has not sustained a serious injury.
- Escort guest to FIRST AID. If you are unable to leave your work station, find a fellow team member

who can assist you.

- If a guest refuses First Aid treatment, contact your supervisor and write down the guest's name, address, telephone number, and information about the injury or illness.
- Pass along this information to your supervisor/manager immediately.
- Work-Related Injury or Illness
- Notify your supervisor/manager immediately.
- Proceed to First Aid.
- Your illness/injury, as diagnosed by the EMT, may require further treatment. If this is the case, please follow your park's specific guidelines.
- If you receive off-site medical treatment and are released, return to your park and fill out the first report of injury with the person designated by your park guidelines.
- It is YOUR RESPONSIBILITY to contact the appropriate person to complete the first report of injury within the time frame designated by your park guidelines.
- Refer to individual park guidelines for additional information.

Return to Work

If your injury or illness is such that you are unable to report for work, please contact the designated person as outlined by your park's policies. A doctor's release may be required prior to your returning to work. Every effort will be made to return you back to work as quickly as possible.

Safety is Everyone's Responsibility

It is impossible to predict when an emergency situation may occur, but if you use your common sense and act according to the preceding guidelines, we are confident your performance will be exceptional. REMEMBER, SAFETY IS EVERYONE'S RESPONSIBILITY.

Violations of safety rules will result in disciplinary action and possibly termination.

Worker's Compensation

Worker's compensation is a system that provides benefits to team members who have been injured on the job or who become disabled due to an accidental on-the-job injury or illness. Please refer to your park's specific policies regarding worker's compensation.

Tips For Personal Safety

There are a few personal safety tips you should keep in mind:

- Be familiar with your surroundings. Get to know the park and the best routes to and from your workplace. Don't take shortcuts through areas that are closed or not intended for foot traffic.
- Only go into areas that you are authorized to enter. This is especially true if an area is closed and not staffed. If you see a guest in an area that is closed or off limits to park guests, you should politely ask them to leave the area. This also applies to park employees if they are not authorized to be in your work area. If a guest or employee will not comply with your request, promptly contact Security.
- Don't give out your full name or phone number to park guests. If a guest indicates that he or she needs this information to contact your supervisor, offer to contact your supervisor at that time for

the guest.

- Security is only a phone call away when assistance or an escort is needed. If you have requested an escort, please do not leave the area before your escort arrives.
- If you are planning to run errands, etc. after work, it would be good to inform someone at home. This way they will know when you are expected home and they will not need to contact your department.
- While we operate the safest rides in the industry, they can be unforgiving if you are not trained in their operation or if you are in an unauthorized area while the rides are operating. Think safety at all times and don't be in an area that you're not authorized to be in.

Rules, Policies & Procedures

Six Flags has developed Rules, Policies & Procedures for the safety, operations & maintenance of our parks. You will be trained and must follow all policies and procedures for the safety of our guest, your fellow employees and, most of all, yourself. Each department has copies of our Safety Awareness Manual and Emergency Response Manual. For further information or should you have any questions please contact your supervisor or the parks safety department.

**P677 - WIRELESS COMMUNICATION DEVICE USE WHILE
OPERATING MOTORIZED VEHICLES AND EQUIPMENT**

PURPOSE

The purpose of this policy is to protect your safety by defining those limited times when cell phones and/or other wireless devices may be used by drivers when engaged in company business. Distractions are not permitted that could prevent drivers from concentrating 100 percent on the safe operation of motorized vehicles and equipment (i.e., cars, electric carts, fork lifts, etc.)

RULES FOR DRIVERS

When a vehicle is in motion, the driver may:

- Only answer/receive calls/texts/emails if utilizing a hands free device; and
- Only originate calls/texts/emails if utilizing a voice activated hands free device.

When a vehicle is in motion, the driver may not:

- Originate or acknowledge any communication if physical contact and/or touch with the messaging device is required; and
- Accept or originate any communication when in an active school zone.

These rules apply equally to the use of cell phones, text pagers, two way radios or other wireless devices on or off of Six Flags property. They do not apply when a vehicle is stopped and properly parked. Nor do they apply when using company radios while on Six Flags property.

You may only communicate wirelessly with a driver if the driver is utilizing a hands free device and you must confirm that the driver is communicating utilizing a hands free device. If the driver is not, communication must be stopped immediately.

ALL WORKERS

Violations

Violations of the foregoing rules will be considered a serious offense and may result in discipline up to and including termination.

Reminder

The use of cell phones and other wireless devices while driving can lead to distractions that can result in traffic accidents. We strongly urge you to adhere to these rules when you are not on duty for your own safety and the well-being of family, friends and other people on the roadways.

P678 - PRESTRICED AREA ACCESS

Restricted Areas

At Six Flags, only trained and authorized employees may enter restricted areas under specific conditions. All other employee must be trained to recognize restricted areas and restricted area locations; however, they are not authorized to enter these areas at any time.

Know Your Areas and Zones

There are three key areas that employees must know when around rides. These are:

- Ride Perimeter
- Ride Restricted Area
- Danger Zone

Ride Perimeter

This is the boundry that encompasses the entire footprint of a ride. The boundary fencing must at a minimum meet ASTM standards (defined as a fence or barricade that is 42" tall and meets the 4" ball requirement), have gate(s) with locks/keys, and have appropriate signage posted. The area inside is designated as restricted and unauthorized personnel are not permitted.

Ride Restriced Area

This is the area inside the ride perimeter which includes all areas under, adjacent and surrounding all components of a ride. The area is designated off limits to personnel without proper authorization and/or training. This excludes the ride station, lift, entrance and exit walkways. Unathorized personnel are not permitted to enter Ride Restricted Areas.

Danger Zone

This is designated as the area (predetermined clearance envelope surrounding all moving parts of a ride including low points) inside the Ride Restricted Area that is off-limits without a permit. This area must be secured by a fence/barrier that at a minimum meets ASTM standards, have gate(s) with locks/keys, and have appropriate safety signage posted. Authorized employees must be trained on proper safety protocols including lock out procedures to enter these areas. Unauthorized personnel are not permitted.

Examples of Restrictred Areas

These areas include but are not limited to:

- Ride areas and perimeters;
- Railroad tracks;
- Attraction areas and perimeters;
- Chemical storage areas;
- Electrical areas;

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- Mechanical rooms;
- Deep water areas;
- Most areas encompassed by fencing or barricades; and
- Any area marked as a Restricted Area or by other warnings

Unauthorized Entry to Restricted Areas

Unauthorized employees entering restricted areas will be subject to disciplinary action up to and including termination.

P680 - Six Flags Information Services Department
Acceptable Use Policy – 680u Form v7.7
Six Flags Employees
(November 2015)

Executive Summary

Today's networks are full of risk for their owners. Accidental or purposeful release of confidential information, inappropriate Internet usage, external security threats and other potential for loss or litigation are omnipresent. This document aims to establish a framework and policy to govern the use of the Six Flags Network. Proper adherence to this policy is vital to the protection of both Six Flags' and its employees' interests.

This document is split up into three major sections. The first deals with definitions and classifications of items that pertain to the Network. Access levels will be defined here and roles and responsibilities within Information Systems will be explained. The second section will define proactive behavior such as what to do on a daily basis as individuals and groups to ensure safety of the Network. These guidelines should not be overburdening, but may take some adjustment to become comfortable with them. The third section will discuss reactive behavior, and define policies and procedures for dealing with both routine changes and security breaches.

As individuals become acclimated to the disciplines defined in this document the effectiveness of the contents should be re-evaluated. This document isn't set in stone beyond the guidelines needed for various compliance and regulatory requirements. Security best practices evolve, and so too should this manual. In addition, compliance and regulatory requirements are updated occasionally and those updates should be integrated back into this manual when they occur.

Definitions and Classifications - Introduction

Critical Business Function

Information and information systems are necessary for the performance of just about every essential activity at Six Flags. If there were to be a serious security problem with this information or these information systems, Six Flags could suffer serious consequences including lost customers, reduced revenues, and degraded reputation. As a result, Information Systems must be a critical part of the Six Flags business environment.

Supporting Business Objectives

This Information Systems requirements document has been prepared to ensure that Six Flags is able to support further growth of the business, and ensure a consistently high level of customer, supplier, employee, and business-partner service. This document is also intended to support the organization's reputation for high-integrity and high-quality business dealings. Because prevention of security problems is considerably less expensive than correction and recovery, this document will help reduce costs in the long run.

Consistent Compliance Essential

A single unauthorized exception to security measures can jeopardize other users, the entire organization, and even outside organizations such as business partners. The interconnected nature of information systems requires that all workers observe a minimum level of security. This document defines that minimum level of due care. In some cases, these requirements will conflict with other objectives such as improved efficiency and minimized costs. Top management has examined these trade-offs and has decided that the minimum requirements defined in this document are appropriate for all workers at Six Flags. As a condition of continued employment, all workers, employees, contractors, consultants, and temporaries, must consistently observe

the requirements set forth in this document.

Team Effort Required

The tools available in the Information Systems field are relatively unsophisticated. Many of the needed tasks cannot be achieved with products now on the market. This means that users at Six Flags must step in and play an important role in the Information Systems area. Now that information and information systems are distributed to the office desktop and are used in remote locations, the worker's role has become an essential part of Information Systems. Information Systems is no longer the exclusive domain of the Information Systems department. Information Systems is now a team effort requiring the participation of every employee who comes into contact with Six Flags information or information systems.

Information Systems Roles and Responsibilities

Point of Sale Users

Point of sale users are defined as park staff, responsible for accessing PoS terminals for the purpose of cash and credit transactions. Users must familiarize themselves and act in accordance with all Six Flags Information Systems requirements. Users also must participate in annual Information Systems training and awareness efforts. Users must request access from their immediate manager, and report all suspicious activity and security problems. PoS Users must restrict their activities to approved PoS systems and perform only the tasks necessary to complete their job responsibilities.

Information Users

Information Users are employees with access to internal information or internal information systems. These users have individual login access on the Six Flags network and are required to follow all security requirements defined by management or established by the Information Systems department. Users must familiarize themselves and act in accordance with all Six Flags Information Systems policies. Users also must participate in annual Information Systems training and awareness efforts. Users must request access from their immediate manager and report all suspicious activity and security problems.

Information Owners

Middle-level managers in user departments are designated as the Owners of all types of information used for regular business activities. ALL information must have an Owner with responsibilities (for example, a line manager is responsible for all customer financial information gathered during the course of daily operations, and the cash office manager is responsible for the data once it enters back office systems). When information Owners are not clearly implied by organizational design, the chief information officer will make the designation. Information Owners do not legally own the information. They are instead members of the Six Flags management team who make decisions on behalf of the organization. Information Owners must designate a back-up person to act if they are absent or unavailable. Owners and backup owners must be full-time Six Flags employees.

Information Systems Staff

The Information Systems department is the central point of contact for all Information Systems matters at Six Flags. Acting as internal technical consultants, it is this department's responsibility to create workable Information Systems solutions that take into consideration the needs of users, Owners, and selected third parties. This department defines Information Systems standards, procedures, policies, and other requirements applicable to the entire organization. Information Systems must handle all access control administration activities, monitor the security of Six Flags information systems, and provide Information Systems training and awareness programs to Six Flags workers. The department is responsible for periodically providing management with reports about the current state of Information Systems at Six Flags. While information systems

contingency planning is the responsibility of the office of the CIO, the Information Systems department must provide technical consulting assistance related to emergency response procedures and disaster recovery. The Information Systems department is also responsible for organizing a computer emergency response process to promptly respond to virus infections, hacker break ins, system outages, and similar Information Systems problems. The Information Systems department must ensure that Disaster Recovery plans are developed, tested, and documented.

Executive Management

The executive management is ultimately responsible for Information Systems. They must ensure that data owners are adequately protecting Six Flags information and interests, that employees are educated and understand what is and is not acceptable, and that periodic audits are performed to ensure that policies are being adhered to. Executive Management must:

- Designate an original source for information from which all management reports will be derived.
- Approve all new or substantially-enhanced application systems that use their information before these systems are moved into production operational status.
- Approve information-oriented access control privileges for specific job profiles and requests that do not fall within the scope of existing job profiles.
- Approve all new and different uses of their information.
- Select special controls needed to protect information, such as additional input validation checks or more frequent backup procedures.
- Select a data retention period and sensitive classification for their information, relying on advice from the Legal department.
- Define acceptable limits on the quality of their information, such as accuracy, timeliness, and time from capture to usage.
- Review reports about system intrusions and other events that are relevant to their information.
- Review and correct reports that indicate the current production uses of their information.
- Select a criticality category relevant to their information so that appropriate contingency planning can be performed.

Information Sensitivity Classification

Reasons for Classification

To assist in the appropriate handling of information, a sensitivity classification hierarchy must be used consistently throughout Six Flags. This hierarchy provides a shorthand way of referring to sensitivity, and can be used to simplify Information Systems decisions and minimize Information Systems costs. One important intention of a sensitivity classification system is to provide consistent handling of the information, no matter what form it takes, where it goes, or who possesses it. For this reason, it is important to maintain the labels reflecting sensitivity classification categories. Six Flags uses four sensitivity classification categories:

- **Public** - This information has been specifically approved for public release by Public Relations department or Marketing department managers. Unauthorized disclosure of this information will

not cause problems for Six Flags, its customers, or its business partners. Examples are marketing brochures and material posted to the Six Flags web page. Disclosure of Six Flags information to the public requires the existence of this label and permission of the Information Owner and Public Relations.

- **Internal Use Only** - This information is intended for use within Six Flags, and in some cases within affiliated organizations, such as Six Flags business partners. Unauthorized disclosure of this information to outsiders may be against laws and regulations, or may cause problems for Six Flags, its customers, or its business partners. This type of information is already widely distributed within Six Flags, or it could be so distributed within the organization without advance permission from the information Owner. Examples are the Six Flags telephone book and most internal electronic mail messages, instant messages and text messages.
- **Confidential** - This information is private or otherwise sensitive in nature and must be restricted to those with a legitimate business need for access. Unauthorized disclosure of this information to people without a business need for access may be against laws and regulations, or may cause significant problems for Six Flags, its customers, or its business partners. Decisions about the provision of access to this information must be cleared through the information Owner. Examples are customer transaction account information, worker performance evaluation records, merger and acquisition plans, and legal information.
- **Default Category** - If information is not marked with one of these categories, it will default into the Internal Use Only category. If information falls into the Internal Use Only category, it is not necessary to apply a sensitivity label. Information that falls into the Public or Confidential categories must be labeled per Proactive Policies.

Access Control

Access Philosophy

Access to Public and Internal Use Only information is not restricted with access controls that discriminate by specific user. For example, Public information is available at the Six Flags web site, and Internal Use Only information is available on the Six Flags intranet. Access to confidential information must be granted only when a legitimate business need has been demonstrated and access has been approved in advance by the information Owner. Access to special hardware and software must be restricted based on business need.

Access Approval Process

A worker's manager must initiate the access control approval process, and the privileges granted remain in effect until the worker's job changes or the worker leaves Six Flags. If either of these two events occur, the manager must notify the Information Systems department immediately. All non-employees, contractors, consultants, seasonal employees, temporaries, and outsourcing organizations must also go through a similar access control request and authorization process initiated by the project manager. The privileges of seasonal and non-employees must be immediately revoked by the Information Systems department when the project is complete, at the end of the season, or when the non-employees stop working with Six Flags. The relevant project manager must review the need for the continuing privileges of non-employees every three months.

Default Facilities

By default, all users are NOT granted access to any system. Specific requests must be submitted for basic information systems services such as electronic mail and word processing facilities. These basic facilities will vary by job title and be determined by Information Systems department. All other system capabilities

must be provided through job profiles or by special request directed to the Owner of the involved information and must be limited to the access necessary for the user to do their job. The existence of certain access privileges does not, in and of itself, mean that an individual is authorized to use these privileges. If users have any questions about access control privileges, they must direct these questions to the Information Systems department. Access to systems is regulated via the SAC System. Please refer to the SFIS Operations Manual for more information on the SAC System.

Departures from Six Flags

When a user leaves Six Flags, all system privileges and access to Six Flags information must cease immediately. For example, departed users must not be permitted to continue to maintain an electronic mail account with Six Flags. At this point, all Six Flags information disclosed to users must be returned or destroyed. For example, customer contact lists must remain with Six Flags. All work done by users for Six Flags is Six Flags property, and it too must remain with Six Flags when users depart. For example, a computer program written by a member of the Information Systems department while employed by Six Flags is Six Flags property and must remain with Six Flags. Even if system login credentials remain, the user is not permitted to access the system.

Six Flags prohibits the transfer of any data from any Six Flags application/system to a non-Six Flags owned system. This includes but is not limited to the transfer of data to a personal account, home computer or external storage device. Upon termination of employment if any data exists outside of your Six Flags assigned personal computer/laptop it must be deleted. Any external storage devices must be returned to Six Flags.

Unique User IDs

Each user must be assigned their own unique user ID. This user ID follows an individual as they move through the organization. Every Six Flags user ID and related password is intended for the exclusive use of a specific individual. While user IDs can be shared in electronic mail messages and in other places, passwords must never be shared with anyone. Information Systems technicians have all the privileges they need to do their job, and must never obtain a user's password. User IDs are linked to specific people, and are not associated with computer terminals, departments, or job titles.

With the exception of Internet pages, intranet pages, and other places where anonymous interaction is both generally understood and expected, anonymous and guest user IDs are not permitted. In the case where an anonymous account is required, a generic alias will be set up and be mapped internally to a specific account. There must not be any accounts in the Six Flags network which do not have an individual owner.

Privilege Deactivation

After a period of inactivity, defined by the Information Systems department, online sessions with terminal services servers must be terminated automatically. Users must be sure to log-off from multi-user computers when they leave their desks for any more than a few minutes. Dormant user IDs on multi-user computers that have no activity for a period of time defined by the Information Systems department must have their privileges automatically revoked and the related files archived. Users who return from an extended vacation or a leave of absence must have their manager contact Information Systems to reestablish their privileges.

User Authentication

All production information system user IDs must have a linked password or a stronger mechanism such as a dynamic password token, to ensure that only the authorized user is able to utilize the user ID. Users are responsible for all activity that takes place with their user ID and password or other authentication mechanism. A user must change their password immediately if they suspect that it has been discovered or used by another person. Users must notify Information Systems if other access control mechanisms are broken or if they suspect

that these mechanisms have been compromised.

Fixed Password Management

Please consult the Password Policy for details on Six Flags' official Password Policy.

Privacy

Expectations of Privacy

Six Flags has the right, and without the consent of any employee, to monitor any and all of the aspects of its computer system, including, without limitation, reviewing documents created and stored on its computer system, deleting any matter stored in its system, monitoring sites visited by employees on the Internet, monitoring chat and news groups, reviewing material downloaded or uploaded by users from the Internet, and reviewing emails, instant messages and text messages sent and received by users. Employees should not have an expectation of privacy in anything they create, store, send or receive on Six Flags' computer system.

Collecting Information

Six Flags does not collect information that is unnecessary for business purposes. Six Flags does not collect information from third parties such as customers unless these parties are notified about the collection activities before they occur.

Third-Party Information Privacy

A wide variety of third parties have entrusted their information to Six Flags for business purposes, and all workers at Six Flags must do their best to safeguard the privacy and security of this information. Customer account data is Confidential and access must be strictly limited based on business need for such access. Customer account information must not be distributed to third parties without advance authorization by the customer. Exceptions may be made with the approval of the Legal department in the case of customer incapacitation or death. This policy is established in accordance with applicable laws including without limitation, the Act Respecting the Protection of Personal Information in the Private Sector (Quebec).

Third-Party Disclosures

Preauthorization for Public Statements

All workers who will, as a representative of Six Flags, be delivering speeches, writing papers, or otherwise disclosing information about Six Flags or its business must obtain preauthorization from the Public Relations department. Only designated individuals are authorized to be spokespersons for Six Flags.

Six Flags Non-Disclosure Agreements

Whenever communications with third parties necessitate the release of sensitive Six Flags information, a standard non-disclosure agreement (NDA) must be signed by the third party. Information released to these third parties must be limited to the topics directly related to the involved project or business relationship, and the disclosure must be approved in advance by the involved information Owner.

Third-Party Non-Disclosure Agreements

In some instances, before discussions can be commenced, third parties must require that workers at Six Flags sign their non-disclosure agreements (NDAs). Recipients of third-party NDAs must forward these agreements to the Legal department. Third-party NDAs must be reviewed by the Legal department and signed only by authorized officers.

Acceptable Use of the Internet

Not a Fringe Benefit

Internet access including electronic mail must be provided only if necessary to perform a worker's job. If a user needs additional access to Internet facilities, a request must be directed to the user's manager, who must contact Information Systems.

Information Reliability

All information acquired from the Internet must be considered suspect until confirmed by separate information from another source. Users must not rely on the alleged identity of a correspondent through the Internet unless the identity of this person is confirmed through methods approved by the Information Systems department such as digital certificates or digital signatures.

Posting Information to Discussion Groups

Users posting to public discussion groups, chat rooms, or other public forums on the Internet may not identify themselves as representatives of Six Flags unless they have been preauthorized by the Public Relations department to make this type of representation on behalf of Six Flags. Management reserves the right to remove any Internet posting by a worker on a Six Flags site that it deems inappropriate and potentially damaging to the organization's reputation. This includes public, non-work related messages (such as listing your car for sale on the internet and providing your six flags email address for contact).

Social Networking, Blogging and other On-line Forums

Aside from the required individual park Fan Pages on Facebook, all social media in regards to the Six Flags brand is managed by the Six Flags Social Media Agent and coordinated through two key project leaders, a representative in Corporate Marketing as well as Public Relations. Park representatives looking to increase their social media presence outside of their individual park Facebook page must receive prior approval by the Six Flags Corporate Marketing department. This extends to any online presences up to and including web blogs, message boards and file hosting sites. Also all social media sites must be hosted through the Marketing department.

There is seemingly an infinite number of ways for people to share information and opinions online both on a personal and professional basis. From Facebook to Twitter to Instagram, these options are just a few clicks away.

Please be aware that Six Flags actively monitors online forums and venues to insure that its business interests are not compromised, misrepresented, hampered or harmed. Ultimately, the user is responsible for what is posted online. At all times, maintain the confidentiality of Six Flags trade secrets and private or confidential information. Do not post internal reports, policies, procedures or other internal business-related confidential information. Before creating online content, consider the risks and rewards that are involved. Keep in mind that your conduct that adversely affects customers, suppliers, people who work on behalf of Six Flags or the legitimate business interests of Six Flags may result in disciplinary action up to and including termination.

All social media inquiries and approvals should be directed to the following social media representative:

- Renata Wells – rwells@sftp.com Social Media Agent

Downloading Software

Users must not download software from the Internet unless specifically authorized to do so by the Information Systems department. All installed software requires Information Systems approval. Users may download data files from the Internet, but must check these files for viruses before executing them. Depending on the file, decompression or decryption may need to be performed before downloading.

Sending Security Parameters

Users must not send any sensitive parameters such as credit card numbers, telephone calling card numbers, fixed passwords, or customer account numbers through the Internet unless the connection is encrypted. Users must not include sensitive parameters in electronic mail messages sent through the Internet unless these messages are encrypted with software approved by the Information Systems department or end-to-end encryption is employed.

International Transfer of Data

The movement of private information such as human resources records across international borders in some countries is illegal. Before transferring any private information across a border, users must check with the Legal department to ensure that laws are not violated.

Setting up Extra Services

Subscription to real-time automatic information distribution services on the Internet must be approved by the Information Systems department. Subscription to electronic mail distribution lists is permissible without this approval. The establishment of any network connection with a third party is forbidden unless the Information Systems department has approved the controls associated with this connection. Users must not establish web pages, electronic bulletin boards, or other mechanisms that provide public access to information about Six Flags without the advance approval of both Information Systems and the Public Relations department. The establishment of electronic data interchange and other electronic business system arrangements is prohibited unless approved by the Information Systems department.

User Anonymity

Users must not misrepresent, obscure, suppress, or replace their own or another user's identity on the Internet or on any other Six Flags information system. The user name, electronic mail address, organizational affiliation, and related contact information must reflect the actual originator of a message or posting. The only exception to this is when a generic account has been created for anonymous internet representation but is mapped to an individual account, as described in "Access Control".

The use of anonymous re-mailers or other identity-hiding mechanisms is forbidden. The use of web browsers, anonymous FTP log ons, and other methods established with the expectation that users do not need to identify themselves is permissible.

False Security Reports

All users in receipt of information about system vulnerabilities must forward this information to the Information Systems department, which will determine what action is appropriate. Users must not redistribute system vulnerability information.

Establishing Network Connections

Six Flags computers or networks may be connected to third-party computers or networks only after the Information Systems department has determined that the combined systems will be in compliance with Six Flags security requirements. Real-time connections between two or more in-house Six Flags computer systems must not be established unless Information Systems has determined that such connections will not jeopardize Information Systems. Connections of internal Six Flags computers to the Six Flags internal network or internet (through a firewall) do not require such permissions, unless the involved systems store sensitive information.

Workers must not connect their own computers with Six Flags computers or networks. Personally-owned systems must not be used to process any Six Flags information unless the systems have been approved for use by the CIO.

Workers and vendors working for Six Flags must not make arrangements for, or actually complete, the

installation of voice or data lines with any carrier unless they have obtained written approval from the director of the Telecommunications department.

All connections between Six Flags internal networks and the Internet or any other publicly-accessible computer network must include an approved firewall or related access control system. The privileges permitted through this firewall or related access control system must be based on business needs and must be defined in an access control standard issued by the Information Systems department. No employee may establish any connection or tunnel to circumvent the firewall. This includes direct circuits, dial-up communications, or virtual connections such as firewalls.

Dial-Up Access

The use of modems directly attached to, or integrated into, personal computers to establish communication sessions with Six Flags computers or networks, is prohibited.

Modems may not be used to establish outbound connections to partners, vendors, the internet, or any other computer or network if the modem is attached to a device on the Six Flags network. Exceptions to this must be approved by the CIO and may only be made on firewall restricted subnets (such as a vendor DMZ).

Third-Party Access

Before third-party users are permitted to reach Six Flags internal systems through real-time computer connections, specific written approval of the Information Systems department manager must be obtained. These third parties include information providers such as outsourcing organizations, business partners, contractors, and consultants working on special projects.

Third-party information system vendors must be given only in-bound connection privileges when the applicable system manager determines that they have a legitimate business need. These privileges must be enabled only for the time period required to accomplish previously-defined and approved tasks. Third-party vendor access must be approved by the Information Systems department.

Please consult the Third Party Connection Policy for further details on Six Flags' official third-party access policy.

Encryption

Default Protection Not Provided

Six Flags networks, the Internet and other public networks are not protected from wiretapping by default. In all but a few rare instances, if information is to be protected, the user must take specific action to enable encryption facilities. This includes conversations using mobile phones or videoconferencing.

When to Use Encryption

Whenever confidential information is sent over a public computer network like the Internet, approved encryption methods must be used to protect it.

Key Selection

Many encryption routines require that the user provide a seed or a key as input. Users must protect these security parameters from unauthorized disclosure, just as they would protect passwords from unauthorized disclosure. Rules for choosing strong seeds or keys must follow all rules for choosing strong passwords.

Electronic Mail

Sharing and Forwarding

Electronic mail accounts, like user IDs, are for specific individuals and must not be shared. If a user goes on vacation or is otherwise unable to check their mail for extended periods, mail can be forwarded

to another Six Flags employee. Notices can be established that will automatically inform correspondents that the recipient will not be responding for a certain period of time. Upon departure from Six Flags, a user's electronic mail account will be terminated. In such instances of vacations, extended absences or termination, automatic forwarding of electronic mail to addresses outside Six Flags is not permitted unless prior written approval is obtained. If an electronic mail message contains sensitive information, users must not forward it to another recipient unless the other recipient is known to be authorized to view the information, or the originator approves the forwarding. Broadcast electronic mail message facilities must not be employed unless the Department Manager and Public Relations approval is obtained, but the use of limited distribution lists is both advisable and permissible without such approval.

Default Protection

Users must be careful about the inclusion of sensitive information in electronic mail messages that are not protected by encryption. Users must employ encryption facilities approved by the Information Systems department.

Message Recording

Users are responsible for saving important messages that might be needed at a future date. Electronic mail systems must not be used for message storage. Users must move important messages from electronic mail systems into other storage places such as word processing documents.

Contents of Messages

Be thoughtful and cautious about what you put in electronic mail messages and to whom you send electronic mail. All electronic mail should be thoughtfully, appropriately and accurately worded to reflect Six Flags' concern for safe and ethical business practices. Six Flags expects all employees using Six Flags' electronic mail system to act responsibly, lawfully and professionally when sending electronic mail. Users must not use language that is misleading, incomplete, inaccurate, fraudulent, profane, obscene, or derogatory in any electronic mail messages discussing employees, customers, competitors, or others involved with Six Flags business. Such remarks may create legal problems such as trade libel and defamation of character. If an electronic mail message cannot be displayed publicly, consider rephrasing the message (e.g., depending on the context, using phrases such as "We don't know all the facts, but it appears that" or "We are still investigating, but my initial take is that") or using other means of communication (such as a phone call or in-person conversation). Employees should reflect especially hard on the foregoing policy in the circumstance of park accidents or other incidents where experience tells us that early reports and rumors are often unreliable and, only after a full investigation, do the actual facts become clear.

Harassing or Offensive Messages

Six Flags information systems must not be used for the exercise of a user's right to free speech. Sexual, ethnic, and racial harassment, including unwanted telephone calls, electronic mail, instant messages, text messages, and internal mail, is strictly prohibited. Users should first try to respond directly to the originator of offensive electronic mail messages, telephone calls, or other communications. If the originator does not promptly stop sending offensive messages, workers must report the communications to their manager and the Human Resources department.

Instant Messaging and Text Messaging

The guidelines above related to electronic mail also apply to instant messages and text messages using Six Flags Information Systems.

Data Loss Prevention

Six Flags will use data loss prevention software to assist in preventing the loss of confidential data,

including but not limited to credit card numbers, social security numbers, etc. This software will scan saved files on network/server shares and local PCs for such information and remediate as necessary. It will stop confidential data from being transferred to/from USB drives. It will also scan incoming and outgoing emails, blocking as needed.

Non-Six Flags Devices

At no time should any personally owned equipment, including but not limited to external storage devices, MP3 players or cellular phone devices, be connected to any Six Flags POS system, PC or Laptop. If any unauthorized device is found to be connected to a Six Flags system, the employee may be subject to disciplinary action, up to and including termination of employment.

Printing, Copying and Fax Transmission

Faxing Precautions

Sensitive materials must not be faxed unless an authorized staff member is on-hand at the time of transmission to properly handle the materials at the receiving site, the fax is sent to a locked room to which only authorized workers have access, or a password-protected fax mailbox is used to restrict release to an authorized recipient. All faxes must employ a standard cover page that includes confidentiality disclaimer, if applicable. Third-party signatures on contracts, purchase orders, and similar legal documents sent by fax should be followed-up with an exchange of paper originals.

Printer Precautions

When printing sensitive information, the user must be present at the printer at the time of printing to prevent the information from being revealed to unauthorized parties, or direct the output to a printer inside an area where only authorized workers are permitted to go.

Copy Machine Precautions

Unless permission from the copyright Owner is obtained, making multiple copies of material from magazines, journals, newsletters, and other publications is forbidden.

Destruction of Waste Copies

If a printer, copier, or fax machine jams or malfunctions when printing confidential information, the user must not leave the machine until all copies of the sensitive information are removed or are no longer legible. All paper copies of sensitive information must be disposed of by shredding or other methods approved by the Information Systems department.

Repair Services

The repair of fax machines, printers, and copy machines must be performed only by third-party vendors who have signed a Six Flags non-disclosure agreement.

Mobile Computing and Work At Home

Approval for Remote Access

Remote access to Six Flags computers must be granted only to those users who have a demonstrable business need for such access. Permission to access Six Flags computers remotely is granted by and annually reviewed by a user's manager. Six Flags reserves the right to conduct surprise audits of users with remote access privileges. These surprise audits could include visits to remote sites and a review of the contents of a computer used to access Six Flags systems.

Location Independence

All security requirements apply at remote locations, although they may be implemented in different

ways. For example, paper-based Confidential or Secret information must be locked up when not in active use. In Six Flags offices, a file cabinet might be used, but on the road, a locking briefcase might be employed.

Access Control Packages

All portable and remote computers that are under the control of Six Flags workers and that are used to process Six Flags business information must be protected with an access control package approved by the Information Systems department. These access control packages must prevent unauthorized use of the machines and unauthorized access to Six Flags information. These access control packages must prevent virus infections and other types of damage from malicious software.

Handling of Confidential Information

Confidential information must only leave the office when absolutely necessary and must be approved by the information Owner. The use of network file server data drives should be used to enable users to store and access confidential data when in the office, but not bring it home when they take a laptop computer offsite.

Authentication of Remote Users

Remote access to Six Flags computers and networks requires that all users be definitively authenticated with dynamic passwords or other identification systems approved by the Information Systems department. All remote users must connect to Six Flags computers and internal networks through authorized communications systems, such as firewalls and VPN devices. Inbound connection to Six Flags computers or networks through an office desktop modem is prohibited. Outbound connection to third-party networks including the Internet is not permitted unless the computer dialing out is not currently connected to the Six Flags network. Outbound connectivity must be approved by the Information Systems department.

Theft of Equipment

If information systems equipment used to handle Six Flags information is not stored in a locked area, users must employ anti-theft equipment such as computer cable locks. Users must not store passwords, user IDs, or any other access information in portable or remote systems. If Six Flags equipment is lost or stolen, this must be reported to Information Systems and Loss Prevention immediately. The report must include what, if any, confidential data was stored on the system.

Remote Office Security

Before approval for working at home or telecommuting is granted, a user's manager must review the security environment of the proposed working environment. A cross-cut shredder must be employed to destroy all Six Flags documents at a remote location. Users must ensure that their files will be remotely backed-up over the network. For backup purposes, Six Flags uses Autonomy Connected Backup to backup laptop data. For security, all laptops should run Dell Data Protection Encryption.

Travel Considerations

Users must be careful not to discuss sensitive information when in public places like hotel lobbies, restaurants, and elevators. Viewing sensitive information on a computer screen or hardcopy report is prohibited when a user is in a public place such as seated on an airplane. Users must be careful not to provide sensitive information in voice mail messages or text messages.

Viruses, Malicious Software, and Change Control

Virus Checking Required

Virus-checking systems approved by the Information Systems department must be in place on all personal computers with operating systems susceptible to viruses, on all firewalls with external network connections, and on all electronic mail servers. All files coming from external sources must be checked before execution or usage. If encryption or data compression has been used, these processes must be reversed before the virus-checking process takes place. Users must not turn off or disable virus-checking systems.

If A Virus Is Detected

If users obtain virus alerts, they must immediately disconnect from all networks and cease further use of the affected computer, and call the Information Systems help desk for technical assistance. Users must not remove viruses on their own. If users believe they may have been the victim of other malicious software, they must immediately call the help desk to minimize the damage. User possession or development of viruses or other malicious software is prohibited.

Malicious Software and Screen Captures

All software installed on Six Flags computers must be approved by Information Systems. The use of any port scanning, vulnerability testing, keystroke loggers, or any other form of malicious software designed to circumvent systems, deny service, gain additional access, or obtain confidential information is strictly prohibited unless approved by the CIO and used for testing purposes only. Screen captures (including camera pictures of monitor screens) of confidential information is strictly prohibited unless approved by the CIO.

Change Control

Users must not install new or upgraded operating systems or application software on personal computers or other machines used to process Six Flags information. Systems used to process Six Flags information may be owned by Six Flags or have been specifically recognized as systems used for regular business activities. This approach permits Six Flags to perform automatic software distribution, automatic software license management, automated remote backup, and related functions on a centralized and coordinated basis. While change control will be maintained through the above-mentioned access control packages, users can, however, change the preferences on software packages, such as the fonts for a word processing package. Systems should be audited monthly to identify and remove unauthorized software.

Personal Use of Information Systems

Personal Use

Users must not perform any activity on Six Flags information systems that could damage the reputation of Six Flags. Unbecoming conduct could lead to disciplinary action including revocation of access control privileges. Incidental personal use of Six Flags information systems including the telephone is permissible as long as the usage does not interfere with job performance, does not deny other users access to the system resources, and does not incur significant costs. Personal use of Six Flags information is not permitted. Use of software licensed to Six Flags on a personal computer owned by a user is not authorized unless the system has been designated a system that is used to process Six Flags information.

Testing Prohibition

Users must not test or attempt to compromise any Information Systems mechanism unless specifically authorized to do so by the CIO. Users must not possess software or other tools that are designed to compromise Information Systems.

Intellectual Property Rights

Legal Ownership

With the exception of material clearly owned by third parties, Six Flags is the legal Owner of all business information stored on or passing through its systems. Unless the chief information officer has signed a specific written agreement, all business-related information developed while a user is employed by Six Flags is Six Flags property.

Making Copies of Software

Users must not make copies of or use software unless they know that the copies are in keeping with the vendor's license to Six Flags. If a system that is used to process Six Flags information has been set up by the Information Systems department, users can rely on the fact that all software on this system is licensed and authorized. Questions about licensing must be directed to Information Systems, which maintains documentation reflecting software licenses throughout Six Flags. Making regular backups of software for contingency planning purposes is permissible. Information Systems must remove all software that is not authorized on systems that are used to process Six Flags information.

Labeling

In addition to maintaining the labels mentioned in "Information Sensitivity Classification", users must maintain information about source, date, and usage restrictions for all information provided by third parties. These labels will be important for management decision-making purposes, and will demonstrate that Six Flags observed appropriate copyright and other intellectual property laws. Users must assume that all materials on the Internet are copyrighted unless specific notice states otherwise.

Systems Development

Production System Definition

Information systems that have been designated production systems have special security requirements. A production system is a system that is regularly used to process information critical to Six Flags business. Although a production system may be physically situated anywhere, the production system designation is assigned by the Information Systems department manager.

Special Production System Requirements

All software developed in-house that runs on production systems must be developed according to the Information Systems department's systems development methodology (SDM). This methodology must ensure that the software will be adequately documented and tested before it is used for critical Six Flags information. The SDM also must ensure that production systems include adequate control measures. Production systems also must have designated Owners and Custodians for the critical information they process. Information Systems must perform periodic risk assessments of production systems to determine whether the controls employed are adequate. All production systems must have an access control system to restrict who can access the system and restrict the privileges available to these users. A designated access control administrator who is not a regular user on the system must be assigned for all production systems.

Separation between Production, Development, and Test Systems

Where resources permit, there must be a separation between the production, development, and test environments. Where these distinctions have been established, development and test staff must not be permitted to have access to production systems. All production software testing must proceed with sanitized information where Confidential or Secret information is replaced with dummy data. All security fixes provided by software vendors must go through the systems development methodology testing process, and must be promptly installed. Application programmers must not be given access to production information. A formal and documented change control process must be used to restrict and approve changes to production systems.

All application program-based access paths other than the approved user access paths must be deleted or disabled before software is moved into production.

User Programming

Users must not write production computer programs unless specifically authorized by the CIO. The construction of spreadsheet formulas, automatic execution scripts that are run when a system is booted, and desktop databases are not considered programming for purposes of this document. Both users and programmers must be careful never to embed user IDs, readable passwords, encryption keys, credit card numbers, personally identifiable information (guest name, phone, address, email, etc.), or other security parameters in any file. Databases intended for use by an entire department or park should not be created. Instead, the request should be submitted to the Information Systems Development team for examination.

Non-Compliance Situations

Risk Acceptance

Non-compliance with these and other Information Systems requirements can result in disciplinary action up to and including termination. In rare cases, a business case for non-compliance can be established. In all such cases, the non-compliance situation must be approved in advance through a risk acceptance process. This process requires a risk acceptance memo signed by a department manager and approved by the Information Systems manager and the CIO.

Further Information

Questions about this document should be directed to Information Systems department manager.

Reactive Policies

Reporting Problems

What to Report

All workers must promptly report to the Information Systems department any loss of, or severe damage to, their hardware or software. Workers must report all suspected compromises to Six Flags information systems. All serious Information Security vulnerabilities known to exist must be reported. All instances of suspected disclosure of confidential information also must be reported. In all instances of data compromise, the steps outlined in the Six Flags Incident Response Plan will be followed.

Enforcement

Any employee found to have violated this policy may be subject to disciplinary action, up to and including termination of employment.

P685 - MEDIA, PUBLIC RELATIONS and ONLINE FORUMS

Media Relations and Public Relations

During the course of the season, there may be many occasions when television, radio and newspaper reporters or bloggers are visiting the park. While on park property, members of the working media (reporters and photographers) must be accompanied by a member of the Public Relations staff at all times. If you observe, or are approached by, a member of the media who is not accompanied by a Public relations team member, please ask them to stay where they are while you locate a member of the park's Public Relations team who can assist them. Call or radio your supervisor immediately for assistance in contacting Public Relations.

While waiting for the PR team member to arrive, any one of the following are appropriate responses to an inquiry from the journalist.

Sample response to an inquiry from the media:

"I wish I could be helpful, but our park's Director of Communications is really the person you should talk to. Just give me a moment while I call our Director of Communications (or my supervisor), who can help you with any questions you might have."

"That information may be addressed in the park guide."

All park employees outside of the park's Director of Communications are prohibited from providing information to the media, contacting the media or engaging in interviews, as a representative of the park, of any kind without the express consent of the Director of Communications.

Unauthorized contact or communication with the media may be cause for an employee's immediate dismissal.

Social Networking, Blogging and other Online Forums

Aside from the required individual park Fan Pages on Facebook, all social media in regards to the Six Flags brand is managed by the Six Flags Media Agent and coordinated through two key project leaders, a representative in Corporate Marketing as well as Public Relations. Park representatives looking to increase their social media presence outside of their individual park Facebook page must receive prior approval by the Six Flags Corporate Marketing department. This extends to any online presence up to and including web blogs, message boards and file hosting sites. Also all social media sites must be hosted through the Marketing department.

There is seemingly an infinite number of ways for people to share information and opinions online both on a personal and professional basis. From MySpace to Twitter to Flickr, these options are just a few clicks away.

Please be aware that Six Flags actively monitors online forums and venues to insure that its business interests are not compromised, misrepresented, hampered or harmed. Ultimately, the user is responsible for what is posted online. At all times, maintain the confidentiality of Six Flags' trade secrets and private or confidential information. Do not post internal reports, policies, procedures or other internal business-related confidential information. Before creating online content, consider the risks and rewards that are involved. Keep in mind that if your conduct adversely affects your job performance, the performance of fellow team members or adversely affects customers, suppliers, people who work on behalf of Six Flags or the legitimate business interests of Six Flags, it may result in disciplinary action up to and including termination.

All social media inquiries and approvals should be directed to the following social media representatives:

- Renata Wells – rwells@sftp.com – Social Media Agent.

SECTION 800

MISCELLANEOUS ITEMS

P800 - DISCLAIMER

Six Flags reserves the right to change or modify policies with or without notice to employees. This handbook supersedes all other handbooks in prior existence and adherence to the policies, practices and procedure contained within it are a condition of continued employment.

To the extent that any of the policies in this Handbook might conflict with Federal, state, or local law, the applicable law will govern.

Affected employees will be notified if contractual agreements alter or modify the application of this to their employment.

Given the international scope of our Company, Park Presidents have the latitude to adjust policies, practices and procedures to meet local business needs. Significant adjustments are subject to review and approval by the senior management of the Company.

P805 - SUGGESTIONS

Employees can be the best source of ideas and creative ways to improve how we operate. Suggestions and ideas should be brought to the attention of the employee's supervisor. The supervisor will carefully review the suggestion and typically respond back to the employee within two weeks.

If an employee does not feel the supervisor's response gives full credit to the suggestion, the employee is invited to contact his or her next level of management. Employees should keep in mind that not all suggestions can be implemented.

When making a suggestion, background information and examples of other companies using a similar method or procedure can be helpful. Unless requested, formal presentations are not usually required.